Defense Organizational Climate Survey (DEOCS) v. 5.0

Registration:	████████ 12.01.2021 d3b5bb3a
DEOCS ID:	d3b5bb3a
Unit/Organization:	H&HS
Unit/Organization Leader:	████████████
Survey Dates:	01/17/2022 - 02/18/2022
Subgroup:	Overall Unit/Organization

The Defense Organizational Climate Survey (DEOCS) provides valuable information about members' perceptions of the organization's climate. Your organization's DEOCS results may display both organizational strengths and concerns. It is important to review all sections in this report. Doing so can help create a more complete picture, help validate potential areas of concern, and determine if the apparent climate of your organization or any subgroup(s) warrants further action. The DEOCS team does not recommend making any disciplinary decisions based solely on the survey results. Additional methods, such as focus groups, observations, and reviews of records can be used to learn more about issues identified in the survey, including clarification of perceptions of climate factors, reasons why these perceptions exist, and suggestions for improvement.

In order to protect an individual's confidentiality, results are only reported if there are five or more responses to a question or set of questions; in addition, results are only reported for demographic categories if five or more individuals in a group responded to the question. Only participants who completed at least half of the DEOCS questions are included in this report; incomplete surveys where fewer than half of the questions were answered are not included. All percentages displayed are out of the total number responding to a question or set of questions; missing responses are excluded from the calculations. Comments and responses to custom short answer questions (or SAQs) are not included in this report, but are in a separate report available in the dashboard for surveys with at least 16 participants.

Finally, the DEOCS dashboard includes a Factor Interpretation Guide and other guides in the Quick Links menu with more detailed information that may help you understand your results, including how to interpret your results, how factors are calculated, and how to review your DEOCS results with key outcomes, such as readiness, sexual assault, and suicide, in mind. The text displayed in this report reflects the military and civilian versions of the DEOCS 5.0. It does not match what cadets and midshipmen from the Military Service Academies saw when they completed their DEOCS. The Quick Links menu contains a document that compares the dashboard and report text to what cadets and midshipmen saw when completing the survey.

Making Climate Assessment Results Work for Your Organization

1. **Share your DEOCS results** with your leadership and members of your organization. Before sharing results, keep in mind that some information in this report is sensitive and may not be appropriate to share with members of your organization. The DEOCS team encourages commanders and leaders to share most overall factor results and results by demographic categories with their members. However, we recommend caution in sharing any results about individual people or small groups. Specifically, results for several of the leadership factors may be sensitive, because it may make certain leaders identifiable and expose potentially unfavorable evaluations of them. Similar to a performance evaluation, ratings of a specific individual should be shared with that individual and appropriate leadership in a private manner. We do **not** recommend sharing overall results or results by demographic categories for the following:
   - *Leadership Support* – Ratings by Paygrade of Immediate Supervisor
   - *Transformational Leadership* – Ratings for Senior NCO/SEL
   - *Passive Leadership* – Ratings for Senior NCO/SEL
   - *Toxic Leadership* – Ratings by Paygrade of Immediate Supervisor
   - If your organization only has a small number of immediate supervisors, do not share *Leadership Support* – Ratings for All Immediate Supervisors
   - If your organization only has a small number of immediate supervisors, do not share *Toxic Leadership* – Ratings for All Immediate Supervisors
   - Do not share results for any custom questions added to your survey (i.e., custom multiple choice questions, Service-specific questions, or Academy-specific questions) that ask participants to evaluate unique individuals (e.g., "My unit's senior NCO cares about my personal well-being.")

   We do **not** recommend sharing any comments with your organization members. The comments may contain PII or other identifying information and should not be shared beyond the leadership team. We also recommend caution before sharing any subgroup results with your organization members; if subgroups are small (e.g., fewer than 20 individuals) or show negative results, sharing these data in a public forum is also an inappropriate use of DEOCS as it may lead to stigmatization of those groups.

2. **Let members know you are acting on their feedback** and explain actions you plan to take based on their feedback. If needed, establish an action team to develop and implement a plan for organizational improvement.
3. **Conduct another climate assessment** in accordance with your Service component directives to determine the effectiveness of the corrective actions and any resulting changes in DEOCS factor ratings.

Assessment to Solutions

For information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at:
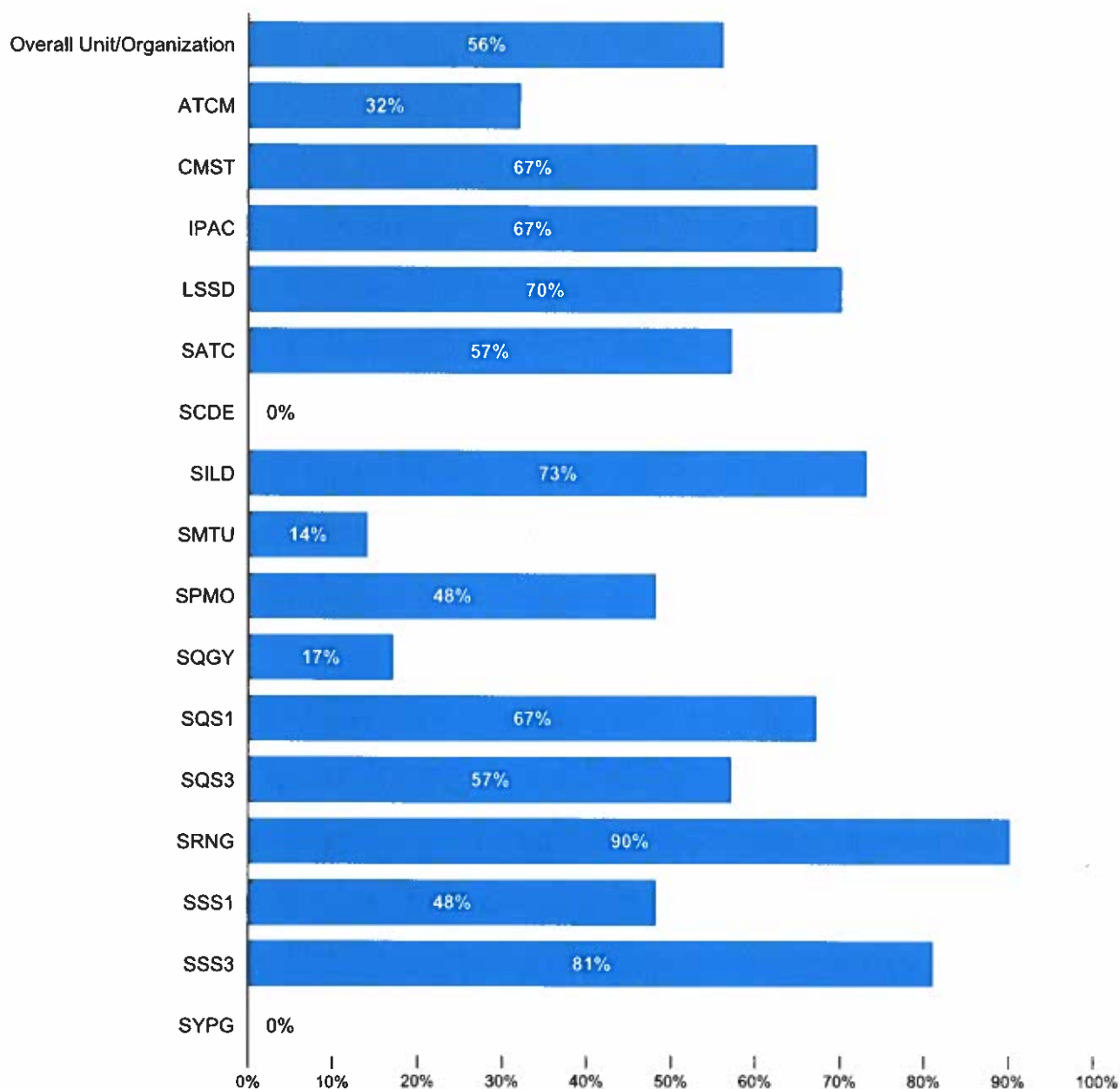https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home.

Contact Information

The DEOCS HelpDesk is available to assist you and can be reached at:
- deocs@datarecognitioncorp.com
- 1-833-867-5674

SUMMARY

Response Rates

Group Name	Participants Registered	Surveys Returned	Response Rate
Overall Unit/Organization	431	240	56%
ATCM	22	7	32%
CMST	9	6	67%
IPAC	51	34	67%
LSSD	10	7	70%
SATC	46	26	57%

Group Name	Participants Registered	Surveys Returned	Response Rate
SCDE	12	0	0%
SILD	26	19	73%
SMTU	7	1	14%
SPMO	106	51	48%
SQGY	6	1	17%
SQS1	9	6	67%
SQS3	7	4	57%
SRNG	10	9	90%
SSS1	31	15	48%
SSS3	67	54	81%
SYPG	12	0	0%

Note: Participants Registered is the number of unique individuals who were included in the roster and invited to complete the survey. Surveys Returned is the number of surveys that were completed. To be considered complete, a participant must have answered at least half of the questions on the survey. The Response Rate is the percentage of surveys returned divided by participants registered. Response rates may be over 100% if more individuals complete the survey than were included in the roster.

Protective Factors - Favorable Ratings

These factors are attitudes, beliefs, and behaviors associated with positive outcomes for organizations or units. Your unit's/organization's favorable ratings for all protective factors are shown below, ordered by lowest to highest rating. Higher favorable ratings on protective factors are linked to a higher likelihood of positive outcomes.

Factor	Rating
High Morale	37%
Lethal Means Usually Safely Stored	41%
Fair Treatment	55%
Work-Life Balance	61%
Transformational Leadership – Ratings for Unit/Organization Leader	62%
Engaged & Committed	63%
Transformational Leadership – Ratings for Senior NCO/SEL	67%
High Connectedness	68%
Inclusive Organization	70%
Cohesive Organization	71%
Supportive Leadership – Ratings for All Immediate Supervisors	78%
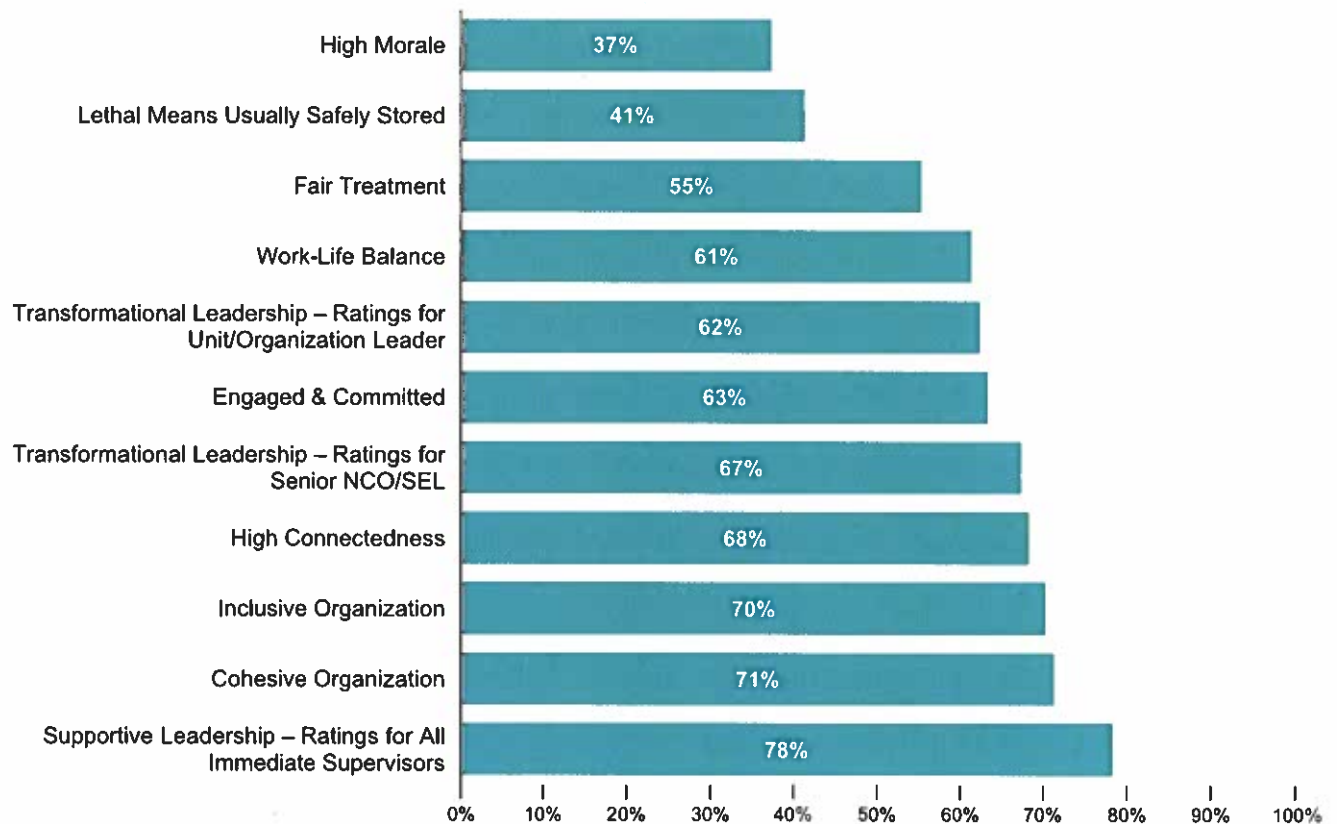
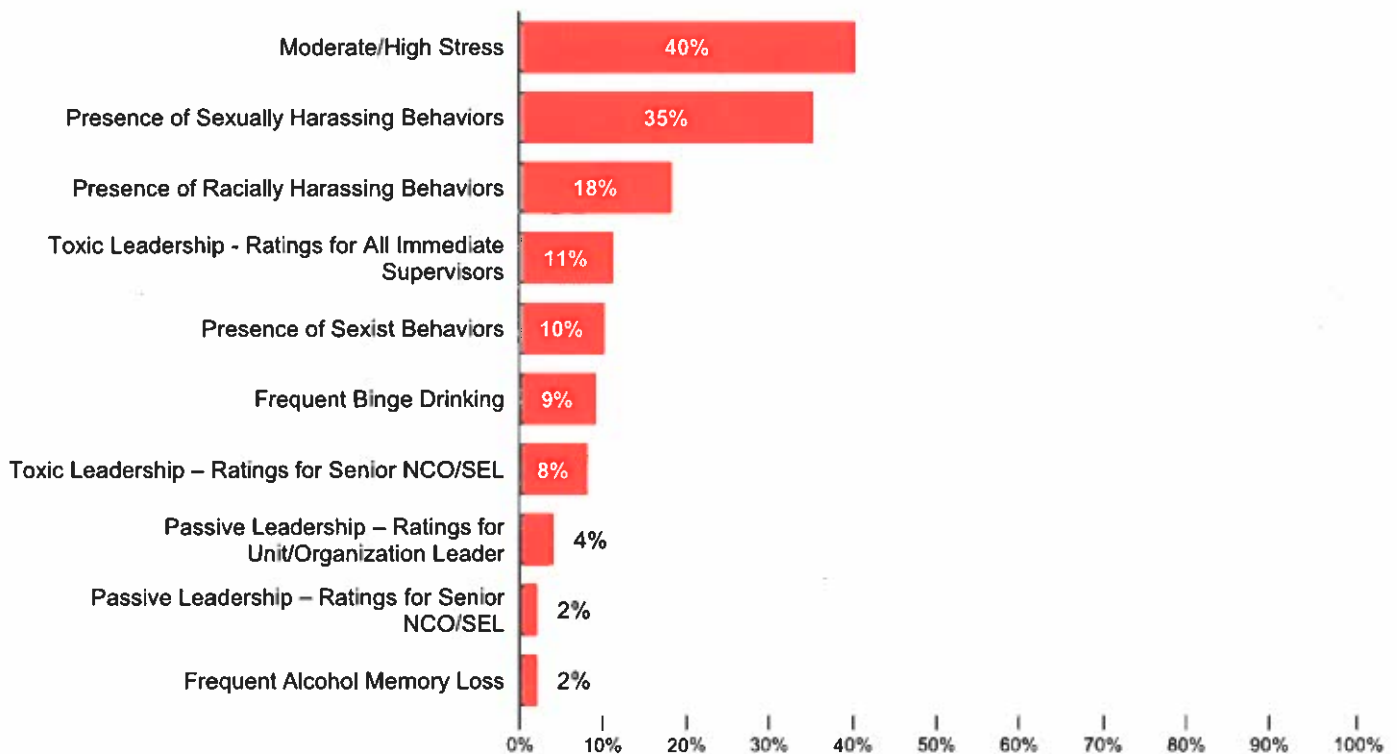## Trends Over Time for Protective Factors – Favorable Ratings

The favorable ratings for protective factors from your most recent surveys are shown below. Results can only be trended if registered surveys have the same unit identification code (UIC) and the same commander/leader across different time points. You may need to interpret these results with caution if there were important differences across time points, such as changes in roster size; for more information, review the Data Overview document in the Quick Links menu of the DEOCS Dashboard. Factor ratings are not reported for surveys if fewer than five people responded to the set of questions for that factor.

	Survey End Date	
	4/27/2021	2/18/2022
Participants Registered	486	431
Surveys Returned	187	240
Response Rate	38%	56%
Cohesive Organization	69%	71%
High Connectedness	68%	68%
Engaged & Committed	60%	63%
Fair Treatment	59%	55%
Inclusive Organization	67%	70%
Supportive Leadership – Ratings for All Immediate Supervisors	81%	78%
High Morale	36%	37%
Lethal Means Usually Safely Stored	48%	41%
Transformational Leadership – Ratings for Unit/Organization Leader	68%	62%
Transformational Leadership – Ratings for Senior NCO/SEL	78%	67%
Work-Life Balance	67%	61%

Risk Factors - Unfavorable Ratings

These factors are attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Your unit's/organization's unfavorable ratings for all risk factors are shown below, ordered by highest to lowest rating. Higher unfavorable ratings on risk factors are linked to a higher likelihood of negative outcomes.

Risk Factor	Unfavorable Rating
Moderate/High Stress	40%
Presence of Sexually Harassing Behaviors	35%
Presence of Racially Harassing Behaviors	18%
Toxic Leadership - Ratings for All Immediate Supervisors	11%
Presence of Sexist Behaviors	10%
Frequent Binge Drinking	9%
Toxic Leadership – Ratings for Senior NCO/SEL	8%
Passive Leadership – Ratings for Unit/Organization Leader	4%
Passive Leadership – Ratings for Senior NCO/SEL	2%
Frequent Alcohol Memory Loss	2%

Trends Over Time for Risk Factors – Unfavorable Ratings

The unfavorable ratings for risk factors from your most recent surveys are shown below. Results can only be trended if registered surveys have the same unit identification code (UIC) and the same commander/leader across different time points. You may need to interpret these results with caution if there were important differences across time points, such as changes in roster size; for more information, review the Data Overview document in the Quick Links menu of the DEOCS Dashboard. Factor ratings are not reported for surveys if fewer than five people responded to the set of questions for that factor.

	Survey End Date	
	4/27/2021	2/18/2022
Participants Registered	486	431
Surveys Returned	187	240
Response Rate	38%	56%
Frequent Alcohol Memory Loss	5%	2%
Frequent Binge Drinking	13%	9%
Passive Leadership – Ratings for Unit/Organization Leader	8%	4%
Passive Leadership – Ratings for Senior NCO/SEL	6%	2%
Presence of Racially Harassing Behaviors	19%	18%
Presence of Sexist Behaviors	8%	10%
Presence of Sexually Harassing Behaviors	33%	35%
Moderate/High Stress	37%	40%
Toxic Leadership - Ratings for All Immediate Supervisors	9%	11%
Toxic Leadership – Ratings for Senior NCO/SEL	10%	8%

These factors are attitudes, beliefs, and behaviors associated with positive outcomes for organizations or units. Higher favorable ratings on protective factors are linked to a higher likelihood of positive outcomes, such as improved performance or readiness and higher retention and are also linked to a lower likelihood of negative outcomes, such as suicide, sexual harassment, and sexual assault. This section shows the results for each protective factor, including all factor ratings, favorable ratings by demographic categories (e.g., men and women, non-Hispanic White and minority), and detailed results for the questions related to each factor (i.e., item summary). You may see an alert icon for some of your factor ratings, which indicates that the favorable rating for that factor is very low compared to others in your Service component and may require action.
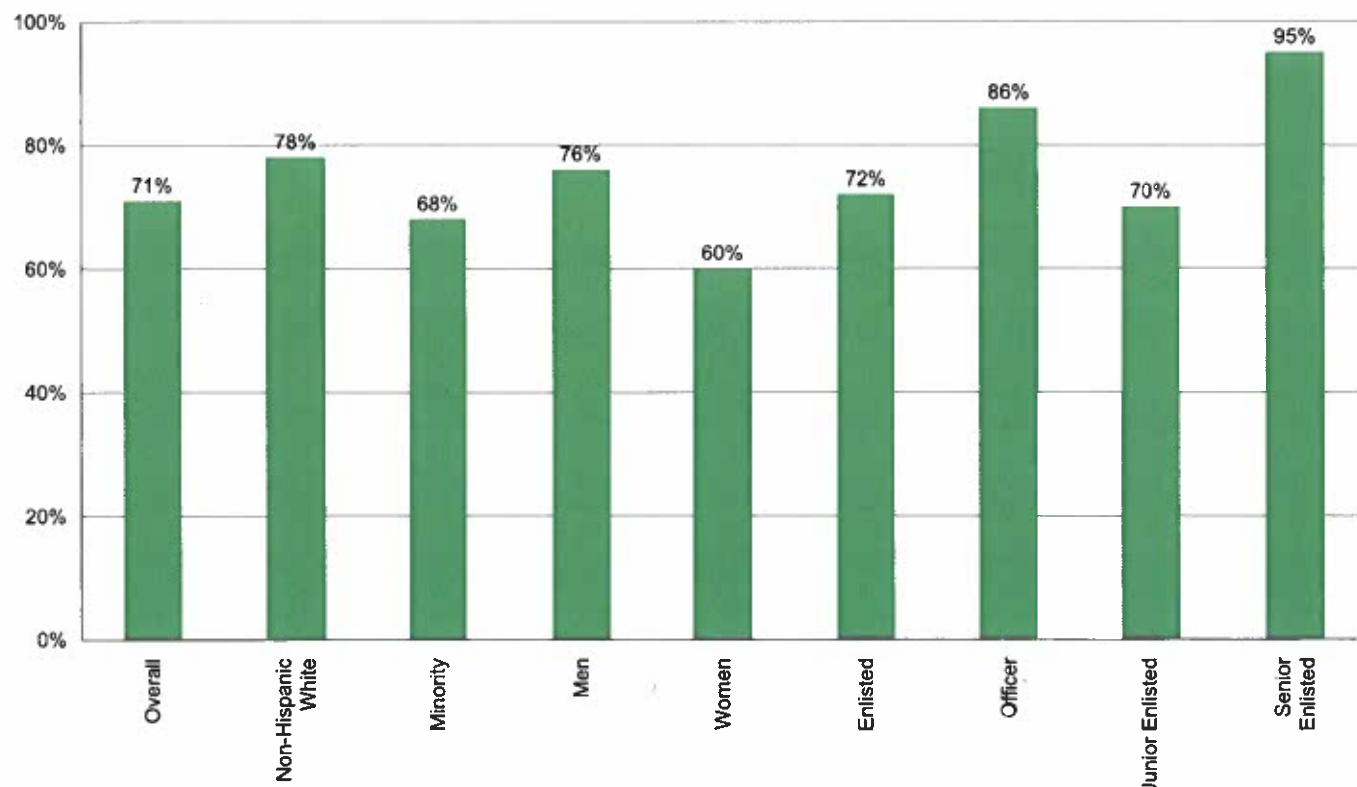
Cohesion

Cohesion assesses whether individuals in a workplace care about each other, share the same mission and goals, and work together effectively. Cohesive organizations are linked to improved readiness and retention, and a lower likelihood of sexual assault, sexual harassment, and suicide.
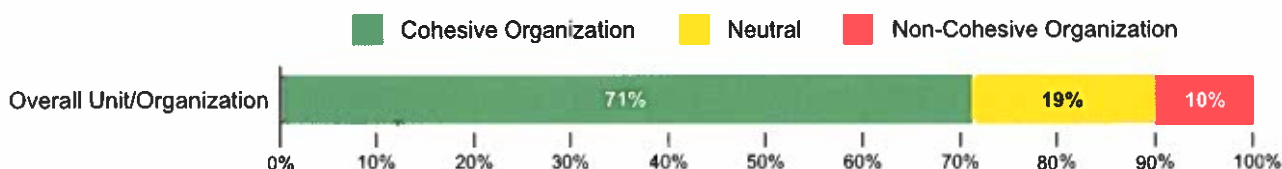
Cohesive Organization by Demographic Category

This graph displays the percentage of responses that indicated the organization is cohesive by demographic category.
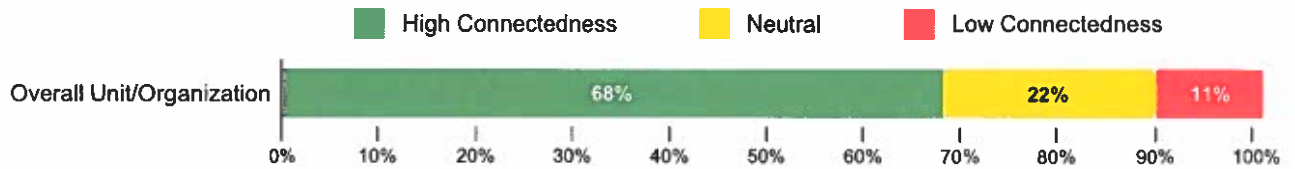
Cohesion Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

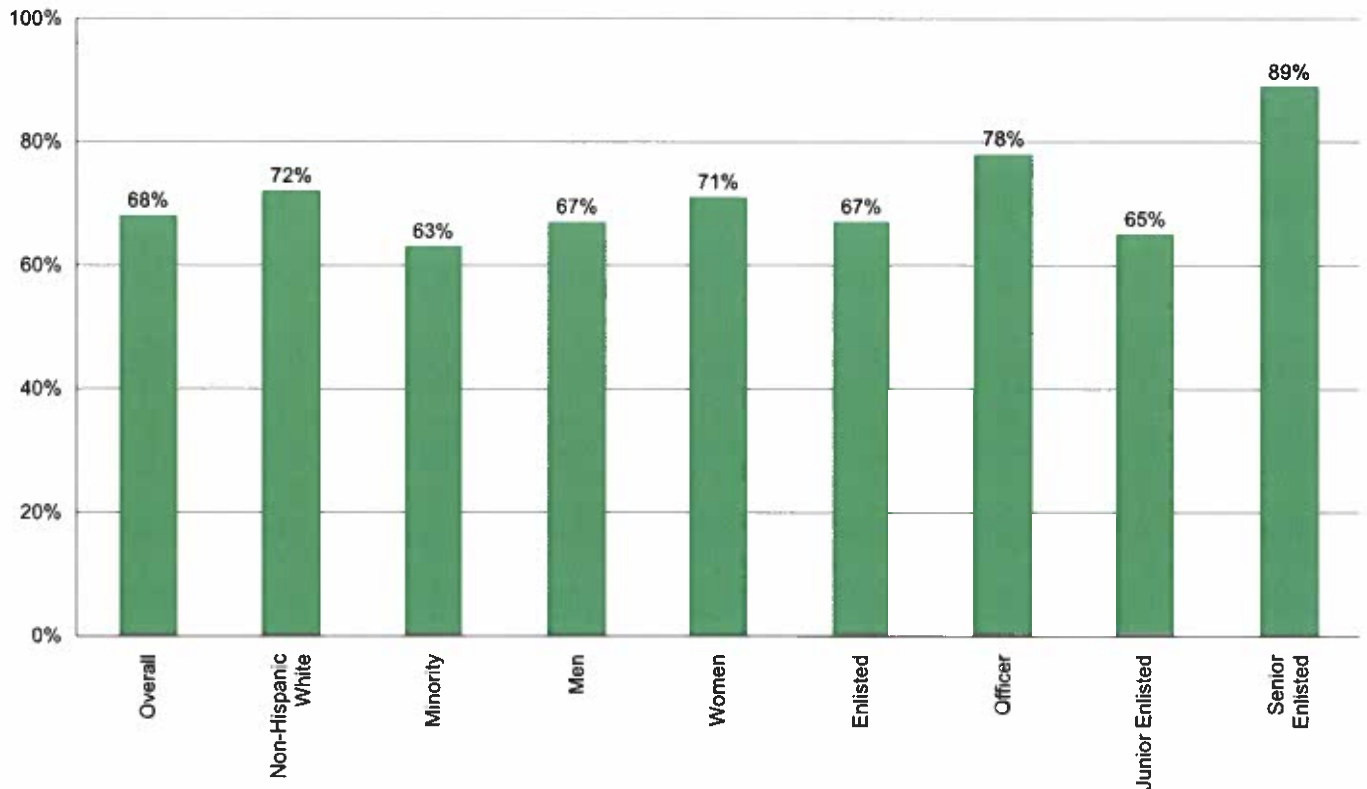| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
The people I work with work well as a team.	3% (8)	6% (15)	15% (37)	42% (101)	33% (78)	100% (239)
The people I work with trust each other.	3% (8)	7% (17)	22% (53)	41% (97)	27% (64)	100% (239)
		10%		19%	71%	

Connectedness

Connectedness measures perceptions of closeness to a group and satisfaction with one's relationship to others in the group. Higher connectedness is linked to improved readiness, higher retention, and a lower likelihood of suicide.

High Connectedness by Demographic Category

This graph displays the percentage of responses that indicated high connectedness by demographic category.
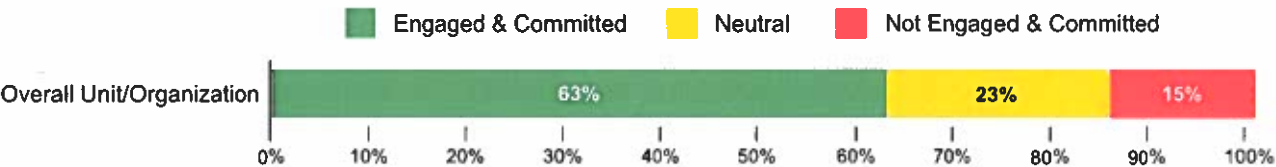
Connectedness Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

* Questions with an asterisk are negatively worded. Agreement with these items indicates an unfavorable response.

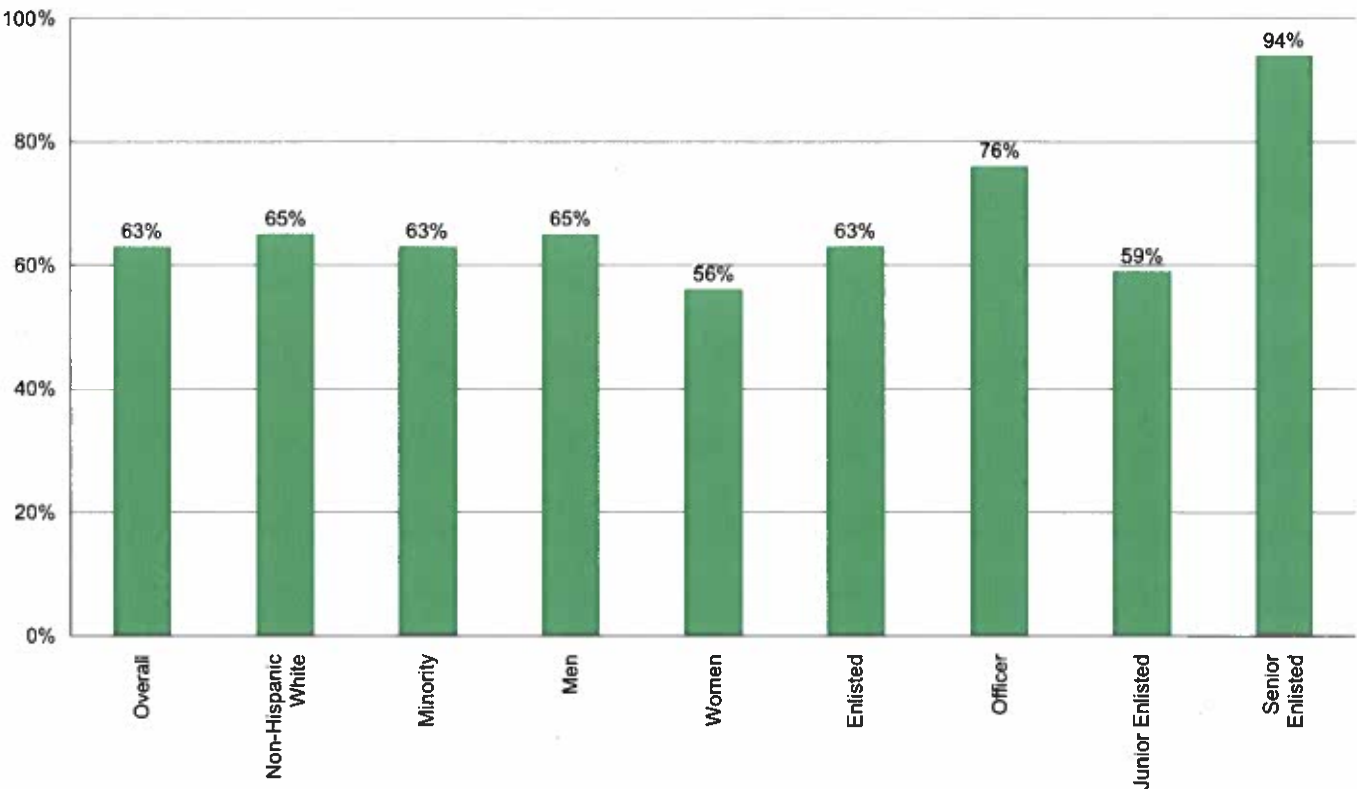| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
These days, I feel like I belong.	5% (11)	7% (15)	23% (50)	34% (74)	31% (68)	100% (218)
These days, I feel that there are people I can turn to in times of need.	4% (8)	6% (13)	14% (31)	42% (90)	34% (74)	100% (216)
Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
These days, I think I make things worse for the people in my life. *	5% (10)	10% (22)	25% (54)	27% (59)	33% (70)	100% (215)
My future seems dark to me. *	2% (5)	3% (7)	25% (55)	30% (64)	39% (85)	100% (216)

11%	22%	68%

Engagement & Commitment

This factor measures the extent to which one finds their work fulfilling and is committed to their job and organization. Engaged and committed individuals demonstrate enthusiasm for, and dedication to, the work that they do. Higher levels of engagement and commitment are linked to improved readiness, higher retention, and a lower likelihood of suicide.

Engaged & Committed by Demographic Category

This graph displays the percentage of responses that indicated engagement and commitment to the organization by demographic category.
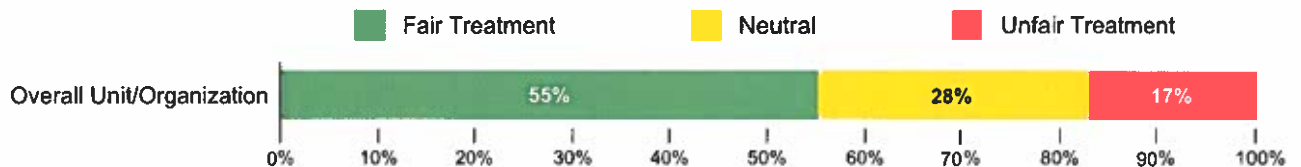
Engagement & Commitment Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

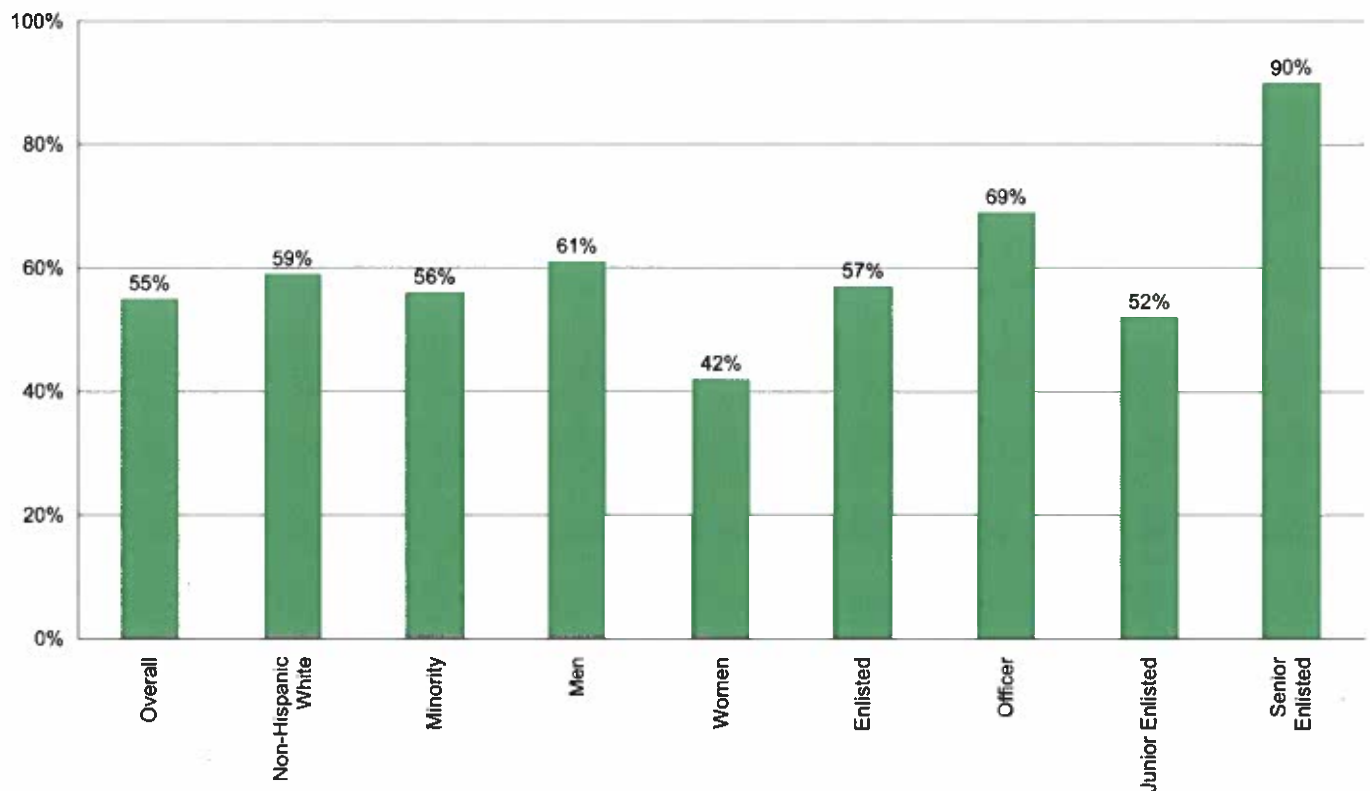| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I am proud of my work.	1% (2)	3% (7)	20% (47)	44% (105)	33% (79)	100% (240)
My work has a great deal of personal meaning to me.	1% (2)	6% (15)	24% (58)	38% (90)	31% (75)	100% (240)
I am committed to making the military my career.	16% (39)	17% (40)	27% (64)	18% (42)	23% (55)	100% (240)
I feel like 'part of the family' among the people I work with.	8% (18)	8% (19)	20% (48)	35% (85)	29% (70)	100% (240)
	15%		23%	63%		

Fairness

Fairness is the perception over the past three months that formal and informal organizational policies, practices, and procedures regarding information sharing, job opportunities, and promotions are based on merit, inclusion, equality, and respect. Organizations with fair treatment are linked to improved readiness, higher retention, as well as a lower likelihood of sexual harassment and racial/ethnic harassment and discrimination.

Fair Treatment by Demographic Category

This graph displays the percentage of responses that indicated fair treatment in the organization by demographic category.
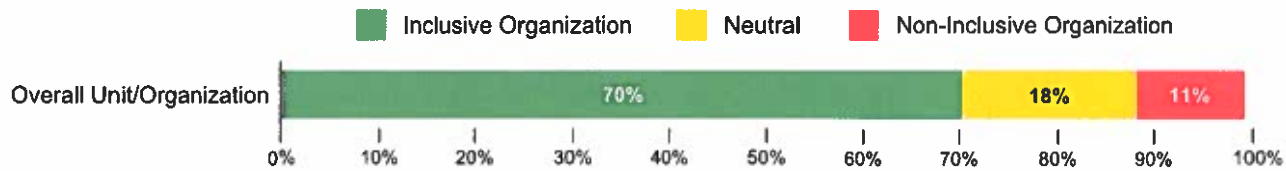
Fairness Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

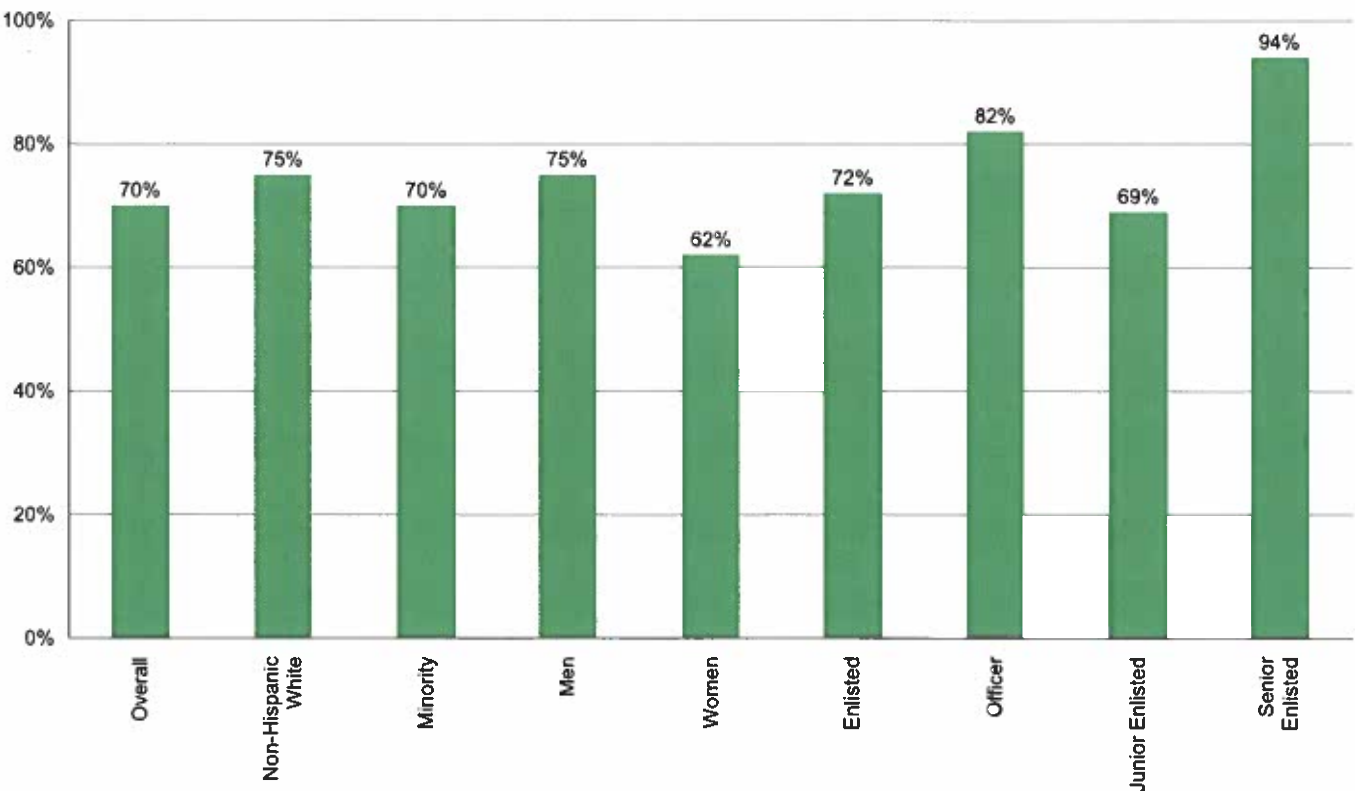| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.	7% (16)	10% (24)	32% (77)	33% (78)	19% (45)	100% (240)
Discipline and criticism are administered fairly.	3% (7)	14% (32)	24% (58)	40% (94)	19% (46)	100% (237)
	17%		28%	55%		

Inclusion

Inclusion indicates whether individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Inclusive work environments ensure that it is safe for an individual to voice their different opinions, perspectives, and/or suggestions. Inclusive organizations are linked to a lower likelihood of racial/ethnic harassment and discrimination, improved readiness, and higher retention.

Legend: Inclusive Organization (green) | Neutral (yellow) | Non-Inclusive Organization (red)

Overall Unit/Organization	70%	18%	11%

Scale: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Inclusive Organization by Demographic Category

This graph displays the percentage of responses that indicated the organization is inclusive by demographic category.

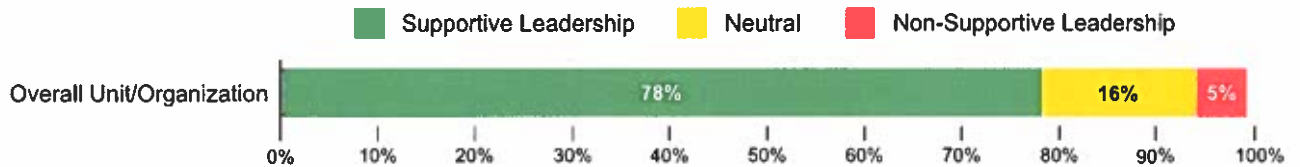| Demographic Category	Percentage
Overall	70%
Non-Hispanic White	75%
Minority	70%
Men	75%
Women	62%
Enlisted	72%
Officer	82%
Junior Enlisted	69%
Senior Enlisted	94%

Inclusion Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

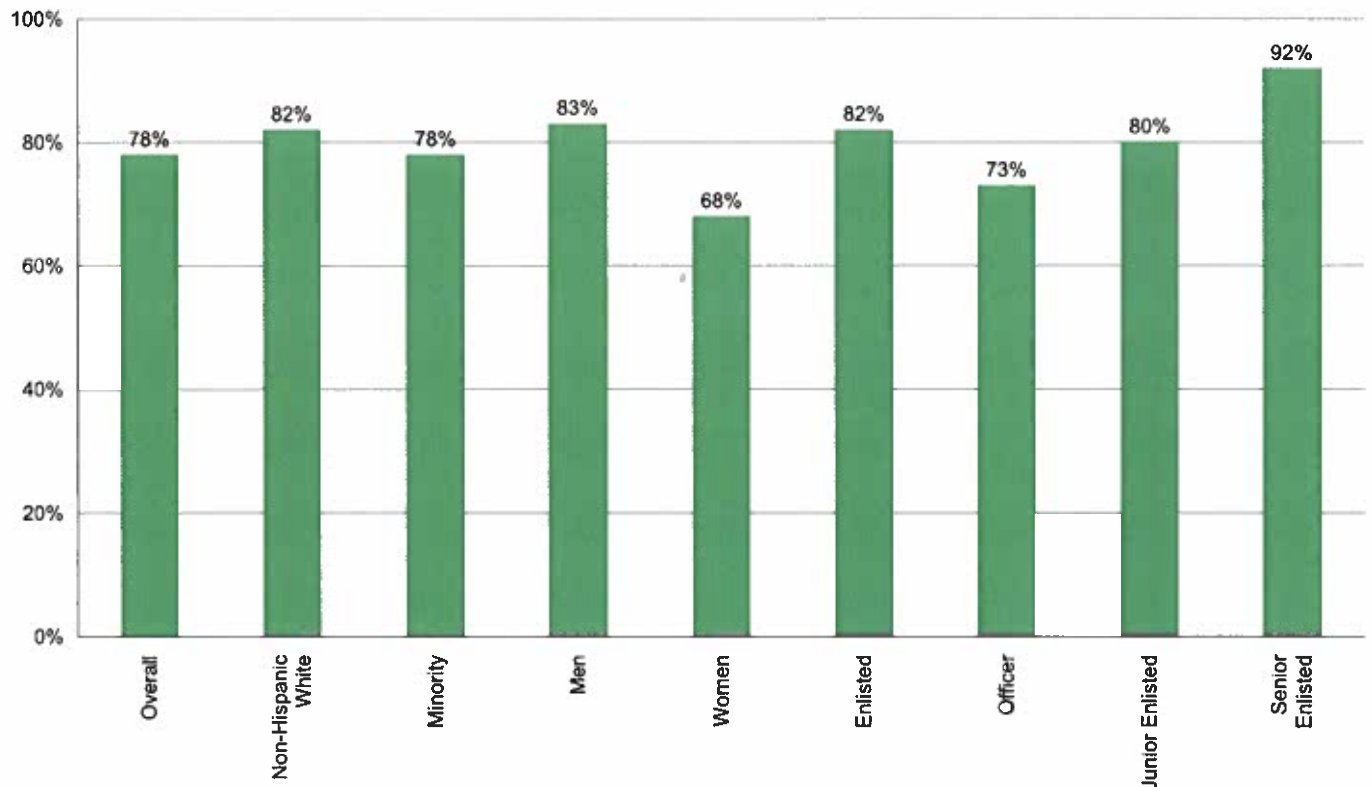| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
The people I work with believe that everyone has worth and value, regardless of how they identify (for example, gender, race/ethnicity, sexual orientation, and other identities).	4% (10)	2% (5)	14% (34)	42% (101)	38% (90)	100% (240)
The people I work with believe that everyone has worth and value, regardless of their occupation and rank, grade or Class year.	4% (10)	6% (15)	15% (37)	48% (114)	27% (64)	100% (240)
The people I work with build on each other's ideas and thoughts during the decision-making process.	3% (7)	6% (15)	18% (44)	48% (115)	25% (59)	100% (240)
The people I work with would speak up if someone is being excluded.	6% (15)	7% (16)	21% (50)	40% (97)	26% (62)	100% (240)
Among the people I work with, the quality of ideas matters more than who expresses them.	5% (13)	6% (14)	21% (50)	48% (115)	20% (48)	100% (240)
Communication goes both up and down the chain of command.	6% (14)	12% (28)	21% (50)	38% (92)	23% (56)	100% (240)

11%	18%	70%

Leadership Support – Ratings for All Immediate Supervisors

Leadership Support is the perception over the past three months that leaders build trust, encourage goal attainment and professional development, promote effective communication, and support teamwork. Organizations with supportive leaders are linked to improved readiness, higher retention, as well as a lower likelihood of sexual assault, sexual harassment, and suicide.

Supportive Leadership – Ratings for All Immediate Supervisors by Demographic Category

This graph displays the percentage of responses that indicated the immediate supervisor is a supportive leader by demographic category.
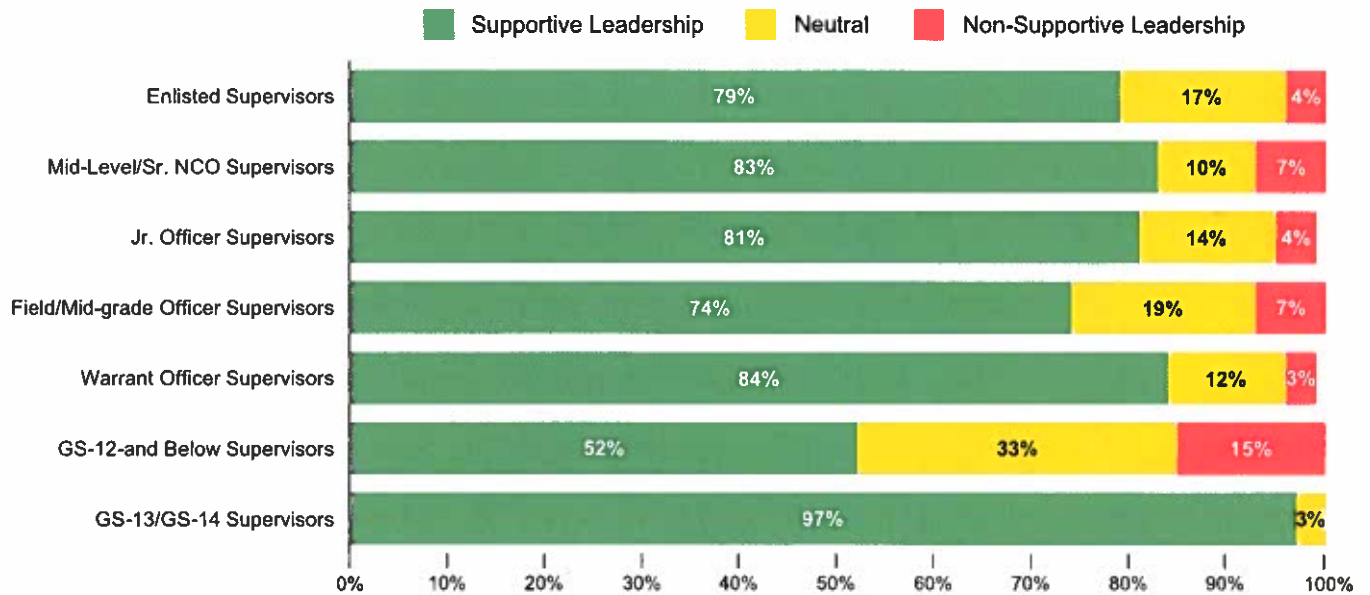
Leadership Support – Ratings for All Immediate Supervisors Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I have trust and confidence in my immediate supervisor.	2% (5)	4% (9)	15% (36)	28% (66)	50% (118)	100% (234)
My immediate supervisor listens to what I have to say.	3% (6)	4% (9)	14% (32)	31% (73)	48% (113)	100% (233)
My immediate supervisor treats me with respect.	1% (3)	2% (4)	12% (29)	34% (80)	50% (117)	100% (233)
My immediate supervisor cares about my personal well-being.	2% (5)	1% (3)	15% (35)	30% (70)	51% (119)	100% (232)
My immediate supervisor provides me with opportunities to demonstrate my leadership skills.	2% (5)	2% (5)	17% (40)	32% (75)	47% (109)	100% (234)
My immediate supervisor provides me with constructive suggestions to improve my performance.	2% (5)	3% (8)	18% (42)	29% (69)	47% (110)	100% (234)
My immediate supervisor supports my career development.	2% (5)	3% (7)	17% (40)	30% (71)	47% (111)	100% (234)
If needed, I can go to my immediate supervisor to address my concerns without fear of reprisal.	2% (5)	6% (13)	15% (34)	28% (66)	49% (114)	100% (232)
My immediate supervisor puts the interests of subordinates and subordinates' families above their personal interests.	4% (10)	3% (8)	24% (55)	29% (68)	40% (93)	100% (234)
	5%		16%	78%		

# Leadership Support – Ratings by Paygrade of Immediate Supervisor

This graph displays supportive and non-supportive leadership ratings for immediate supervisors in various paygrades. Data are only displayed if at least five participants provided ratings for supervisors in specific paygrades.

Legend: Supportive Leadership | Neutral | Non-Supportive Leadership

| Paygrade	Supportive Leadership	Neutral	Non-Supportive Leadership
Enlisted Supervisors	79%	17%	4%
Mid-Level/Sr. NCO Supervisors	83%	10%	7%
Jr. Officer Supervisors	81%	14%	4%
Field/Mid-grade Officer Supervisors	74%	19%	7%
Warrant Officer Supervisors	84%	12%	3%
GS-12-and Below Supervisors	52%	33%	15%
GS-13/GS-14 Supervisors	97%	3%	

Morale

Morale is the confidence, enthusiasm, collective pride, and willingness to persist in the activities of the group. Organizations with high morale are linked to improved readiness, higher retention, and a lower likelihood of sexual assault.
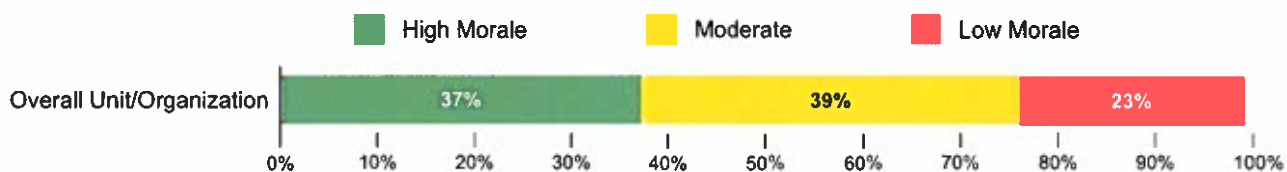
High Morale by Demographic Category

This graph displays the percentage of responses that indicated high morale in the organization by demographic category.
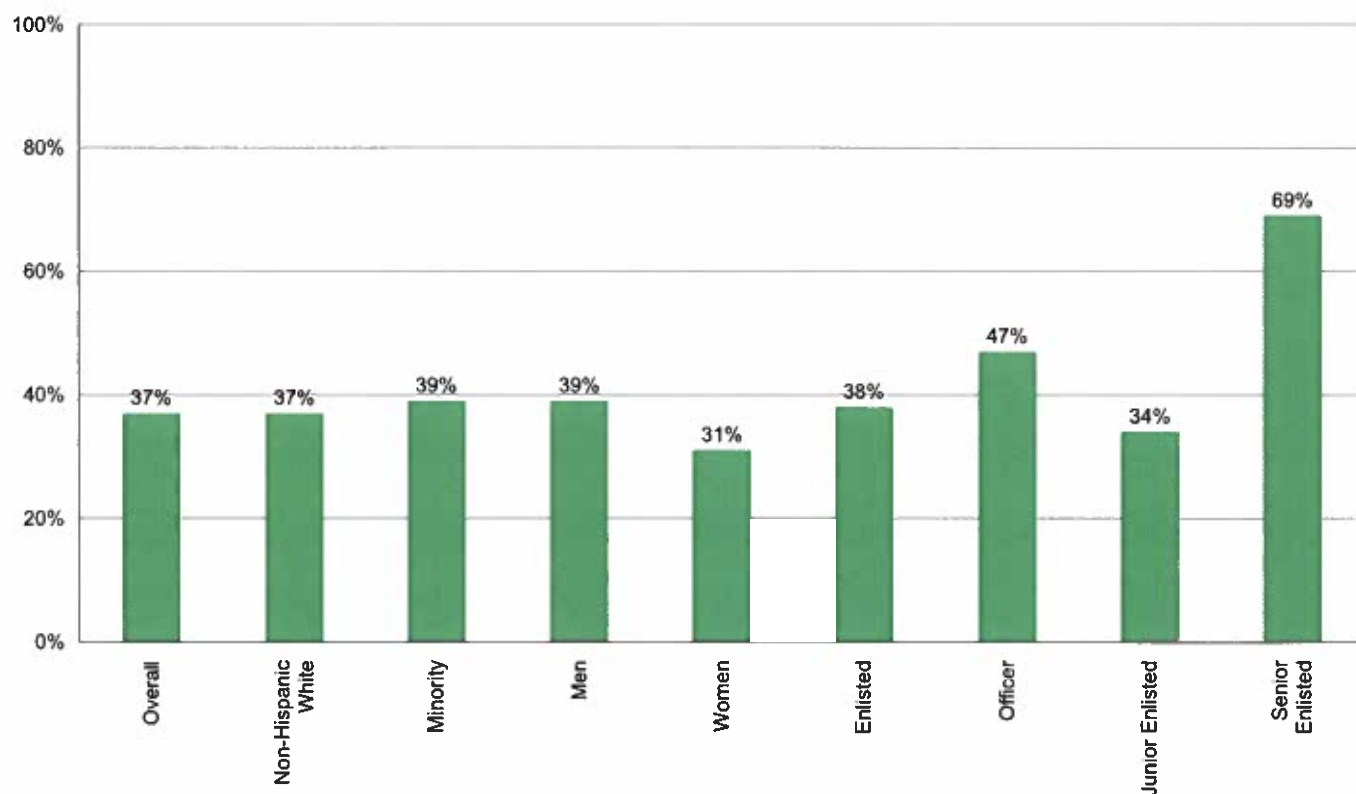
Morale Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.
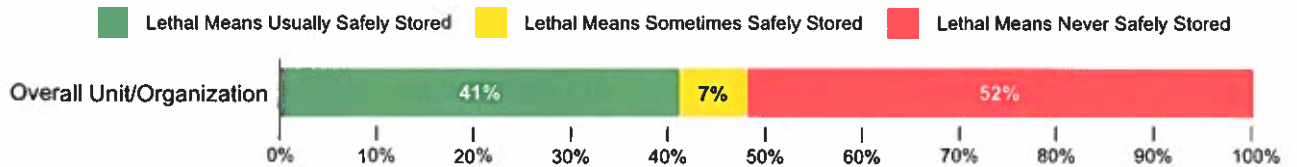
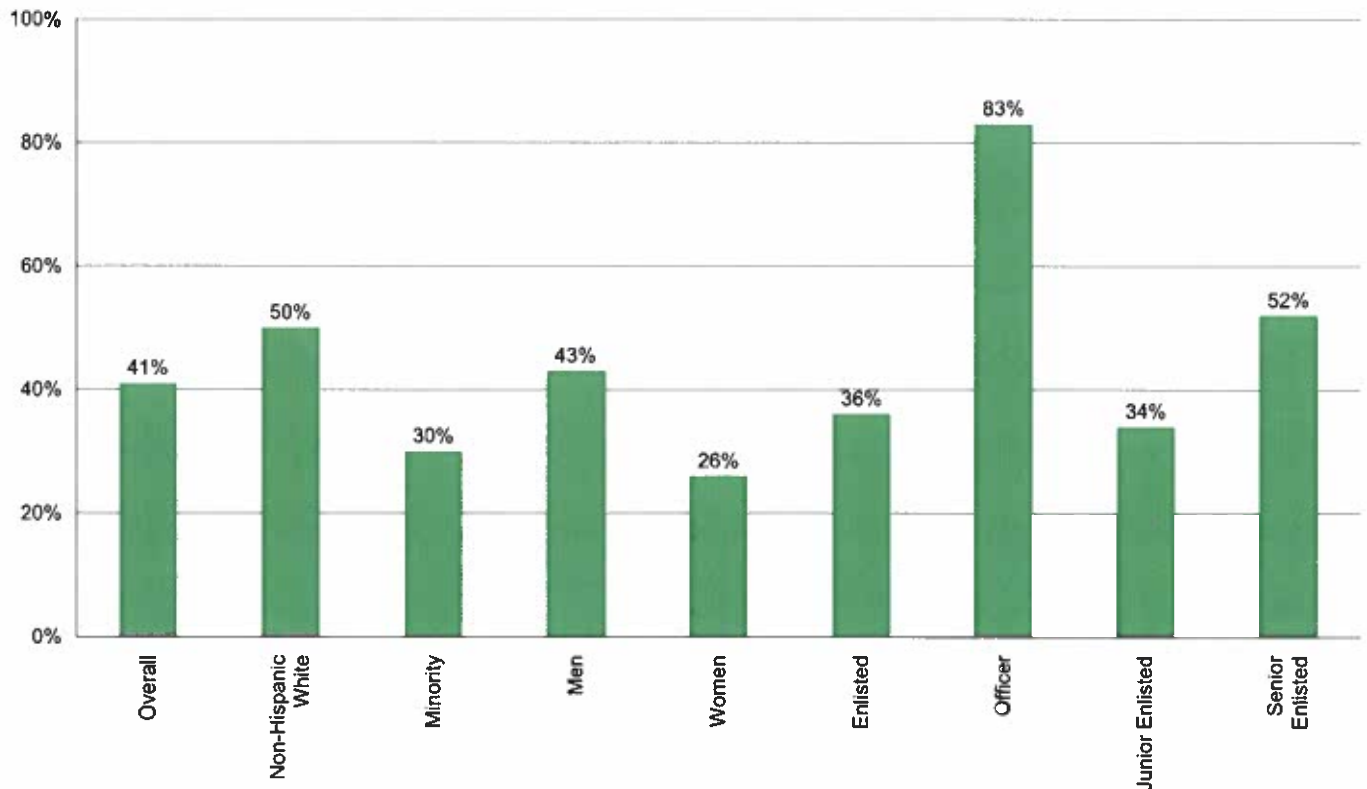| Question	Very low	Low	Moderate	High	Very high	Total
Overall, how would you rate the current level of morale in your unit or organization?	7% (16)	16% (39)	44% (106)	26% (63)	7% (16)	100% (240)
Overall, how would you rate your own current level of morale?	7% (16)	17% (41)	35% (83)	31% (74)	11% (26)	100% (240)
	23%		39%	37%		

Safe Storage for Lethal Means

⚠️ Your favorable rating (noted in green in the graph below) for this factor is very low compared to others in your Service component and you should consider taking action to raise it.

Safe Storage for Lethal Means measures how often one keeps objects that can be used to hurt themselves or others, such as firearms and medication, safely stored in their living space. Keeping lethal means safely stored is linked to a lower likelihood of suicide.

Legend: 🟩 Lethal Means Usually Safely Stored   🟨 Lethal Means Sometimes Safely Stored   🟥 Lethal Means Never Safely Stored

Overall Unit/Organization: 41% | 7% | 52%

Lethal Means Usually Safely Stored by Demographic Category

This graph displays the percentage who reported lethal means are usually safely stored by demographic category.

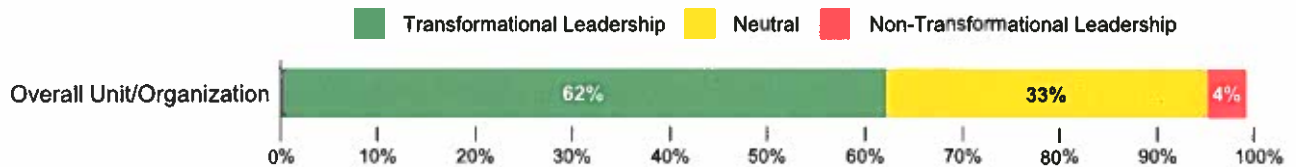| Category	Percentage
Overall	41%
Non-Hispanic White	50%
Minority	30%
Men	43%
Women	26%
Enlisted	36%
Officer	83%
Junior Enlisted	34%
Senior Enlisted	52%

Safe Storage for Lethal Means Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Rarely	Sometimes	Often	Always	Total
In general, the hazards in my living space that may be deliberately or accidentally used to harm others or myself, such as poisons, medications, and firearms, are safely stored (for example, locked in a cabinet, unloaded).	52% (113)	3% (7)	4% (9)	6% (14)	34% (74)	100% (217)

52%	7%	41%

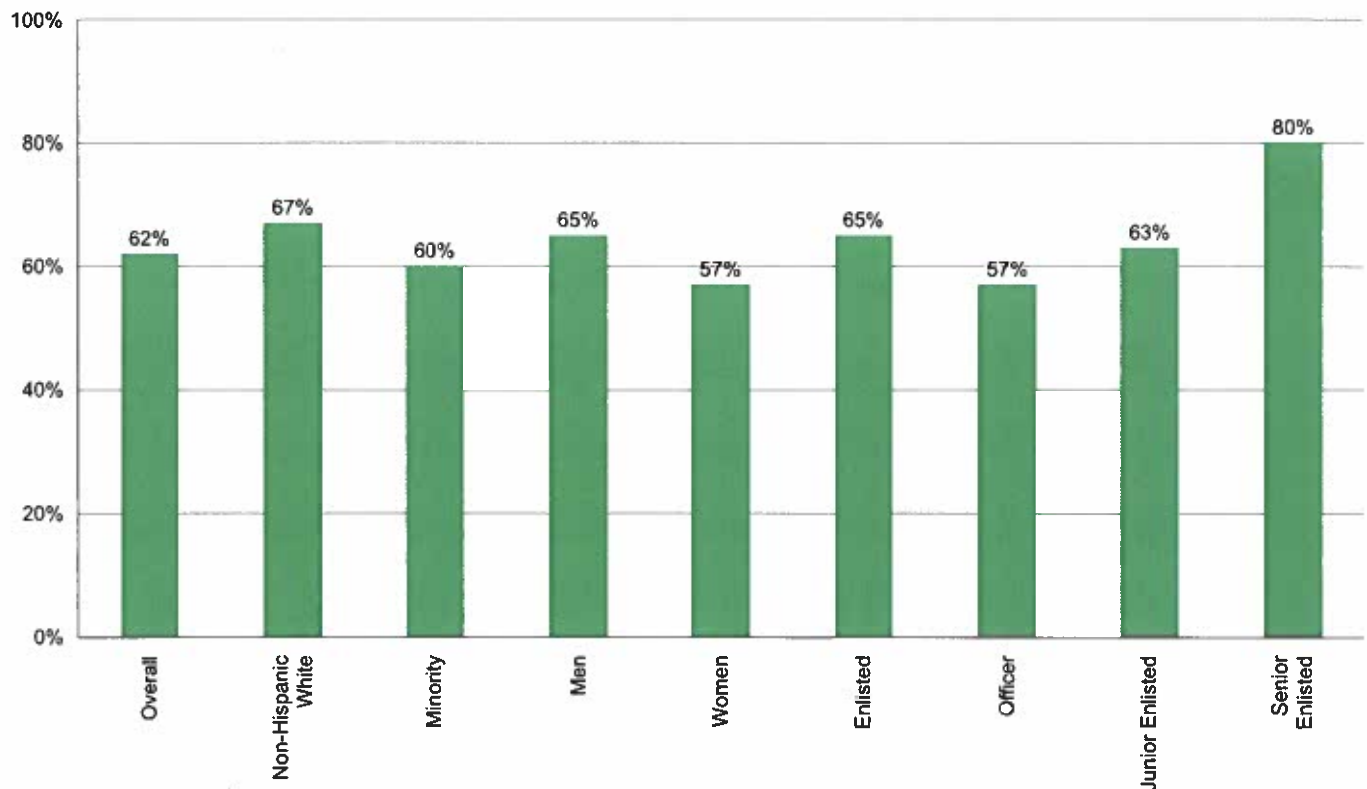## Transformational Leadership – Ratings for Unit/Organization Leader

⚠️ Your favorable rating (noted in green in the graph below) for this factor is very low compared to others in your Service component and you should consider taking action to raise it.

This factor measures the perception over the past three months that leaders encourage, inspire, and motivate others to meet new challenges and accomplish tasks beyond what they felt was possible. Characteristics of a transformational leader include idealized influence or charisma, inspirational motivation, intellectual stimulation, and individualized consideration. Organizations with transformational leaders are linked to improved readiness and higher retention.

	Transformational Leadership	Neutral	Non-Transformational Leadership

Overall Unit/Organization: 62% | 33% | 4%

(Scale: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%)

Transformational Leadership - Ratings for Unit/Organization Leader by Demographic Category

This graph displays the percentage of responses that indicated the unit/organization leader is a transformational leader by demographic category.

Demographic Category	Percentage
Overall	62%
Non-Hispanic White	67%
Minority	60%
Men	65%
Women	57%
Enlisted	65%
Officer	57%
Junior Enlisted	63%
Senior Enlisted	80%

Transformational Leadership - Ratings for Unit/Organization Leader Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.
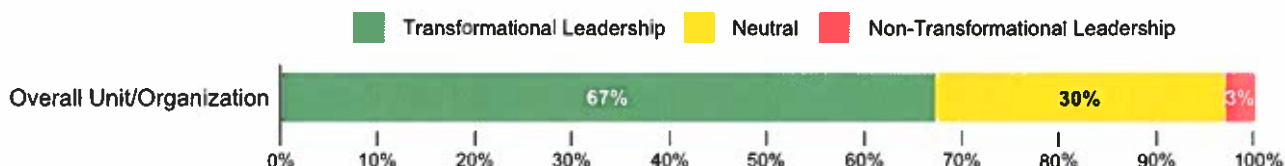
Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's or organization's leader communicates a clear and motivating vision of the future.	1% (3)	7% (16)	35% (81)	34% (79)	22% (50)	100% (229)
My unit's or organization's leader takes actions that are consistent with my Service's values.	1% (2)	3% (6)	30% (69)	39% (89)	27% (62)	100% (228)
My unit's or organization's leader supports and encourages the development of others.	0% (1)	3% (6)	30% (68)	36% (81)	31% (71)	100% (227)
My unit's or organization's leader encourages their subordinates to think about problems in new ways.	1% (2)	2% (5)	37% (85)	35% (80)	25% (57)	100% (229)
	4%		33%	62%		

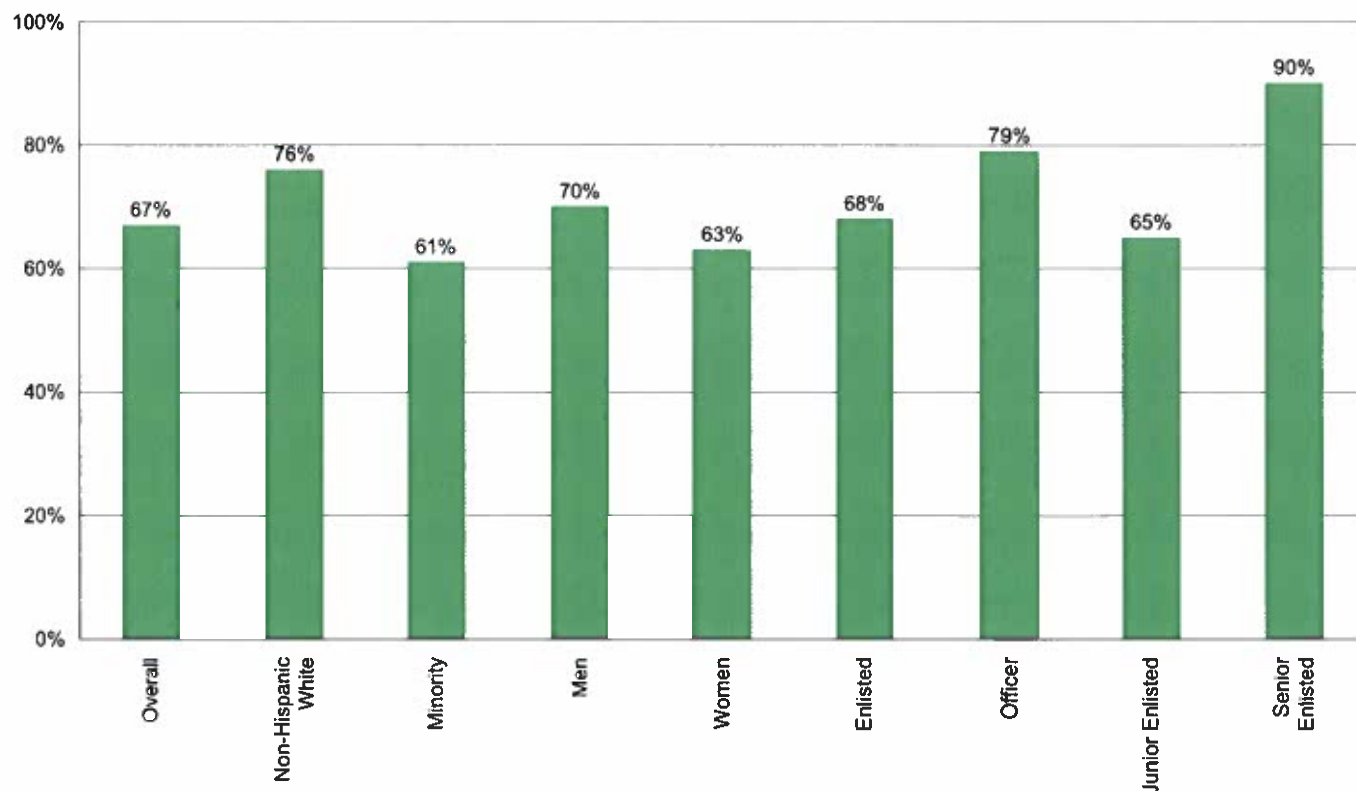## Transformational Leadership – Ratings for Senior NCO/SEL

⚠️ Your favorable rating (noted in green in the graph below) for this factor is very low compared to others in your Service component and you should consider taking action to raise it.

This factor measures the perception over the past three months that leaders encourage, inspire, and motivate others to meet new challenges and accomplish tasks beyond what they felt was possible. Characteristics of a transformational leader include idealized influence or charisma, inspirational motivation, intellectual stimulation, and individualized consideration. Organizations with transformational leaders are linked to improved readiness and higher retention.

| ■ Transformational Leadership | ■ Neutral | ■ Non-Transformational Leadership |

| Overall Unit/Organization | 67% | 30% | 3% |

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Transformational Leadership – Ratings for Senior NCO/SEL by Demographic Category

This graph displays the percentage of responses that indicated the Senior NCO/senior enlisted leader is a transformational leader by demographic category.

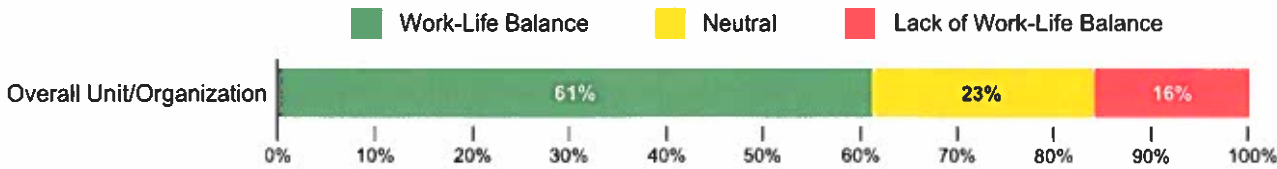| Category	Percentage
Overall	67%
Non-Hispanic White	76%
Minority	61%
Men	70%
Women	63%
Enlisted	68%
Officer	79%
Junior Enlisted	65%
Senior Enlisted	90%

Transformational Leadership – Ratings for Senior NCO/SEL Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

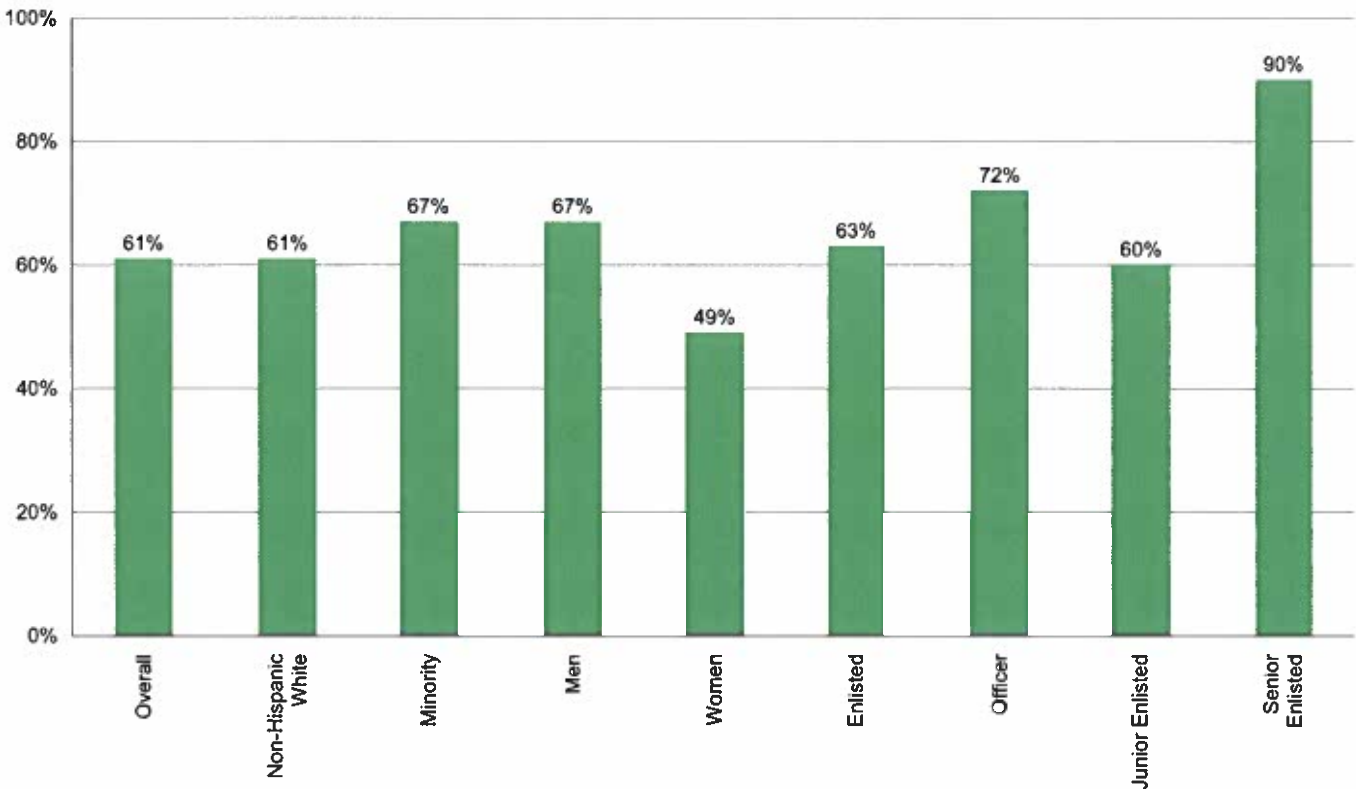| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's senior NCO/senior enlisted leader communicates a clear and motivating vision of the future.	2% (3)	5% (9)	30% (59)	34% (67)	31% (62)	100% (200)
My unit's senior NCO/senior enlisted leader takes actions that are consistent with my Service's values.	0% (0)	1% (2)	28% (56)	40% (80)	31% (61)	100% (199)
My unit's senior NCO/senior enlisted leader supports and encourages the development of people in my unit.	1% (1)	3% (5)	29% (58)	33% (65)	35% (68)	100% (197)
My unit's senior NCO/senior enlisted leader encourages people in my unit to think about problems in new ways.	0% (0)	1% (2)	33% (64)	38% (75)	28% (54)	100% (195)

3%	30%	67%

Work-Life Balance

This factor measures one's perception that the demands of their work and personal life are compatible. A work-life balance is linked to higher retention, improved readiness, and a lower likelihood of suicide.

Work-Life Balance by Demographic Category

This graph displays the percentage who reported having a work-life balance by demographic category.

Work-Life Balance Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I can easily balance the demands of my work and personal life (or Academy life).	4% (9)	12% (29)	23% (54)	42% (99)	20% (47)	100% (238)
	16%		23%	61%		

These factors are attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Higher unfavorable ratings on risk factors are linked to a higher likelihood of negative outcomes, such as suicide, sexual harassment, and sexual assault and are also linked to a lower likelihood of positive outcomes, such as improved performance or readiness and higher retention. This section shows the results for each risk factor, including all factor ratings, unfavorable ratings by demographic categories (e.g., men and women, non-Hispanic White and minority), and detailed results for the questions related to each factor (i.e., item summary). You may see an alert icon for some of your factor ratings, which indicates that the unfavorable rating for that factor is very high compared to others in your Service component and may require action.

Alcohol Impairing Memory

Alcohol Impairing Memory measures how often, during the last 12 months, one was unable to remember what happened the night before due to drinking alcohol. Frequent memory loss due to alcohol is linked to a higher likelihood of sexual harassment, sexual assault, and suicide.

Frequent Alcohol Memory Loss by Demographic Category

This graph displays the percentage who reported frequent memory loss during the past 12 months due to alcohol consumption by demographic category.
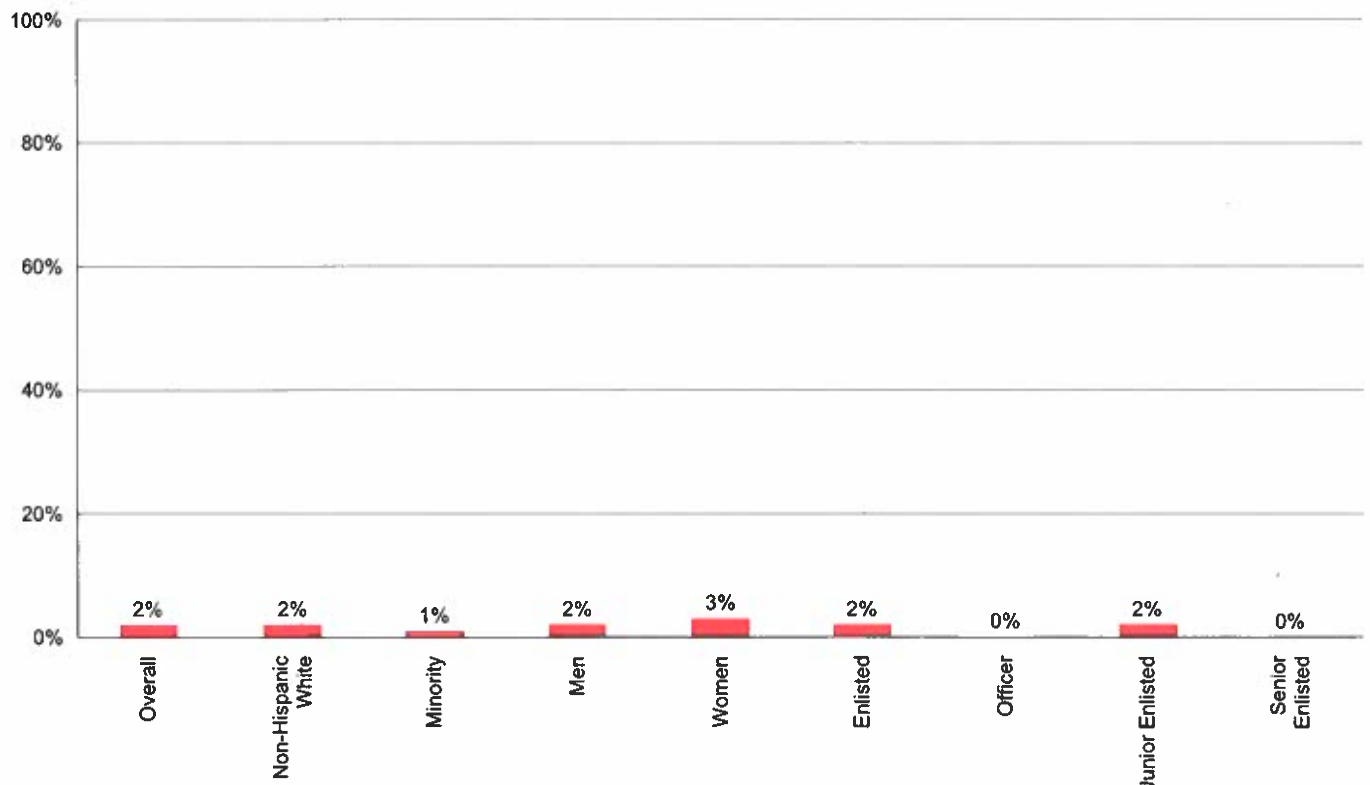
Alcohol Impairing Memory Item Summary

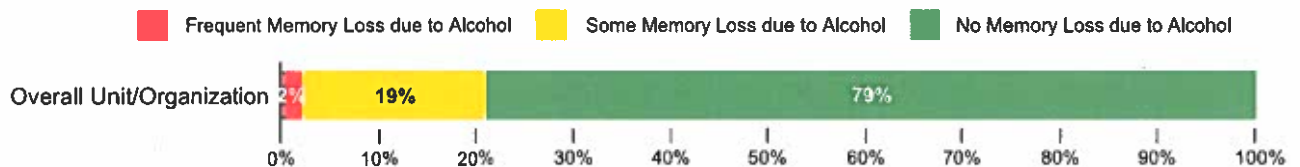Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Less than monthly	Monthly	Weekly	Daily or almost daily	Total
During the past 12 months, how often have you been unable to remember what happened the night before because you had been drinking?	79% (170)	16% (35)	3% (7)	1% (2)	1% (2)	100% (216)
	79%	19%		2%		

Binge Drinking

Binge Drinking measures how often one consumes 4 or more drinks (for females) and 5 or more drinks (for males) on one occasion. This pattern of drinking alcohol within 2 hours brings blood alcohol concentration (BAC) to 0.08 percent or higher for typical adults. Frequent binge drinking is linked to a higher likelihood of sexual harassment, sexual assault, and suicide.

Legend: ■ Frequent Binge Drinking ■ Some Binge Drinking ■ No Binge Drinking

Overall Unit/Organization: 9% Frequent Binge Drinking | 38% Some Binge Drinking | 54% No Binge Drinking

(Scale: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%)

Frequent Binge Drinking by Demographic Category

This graph displays the percentage who reported frequent binge drinking by demographic category.

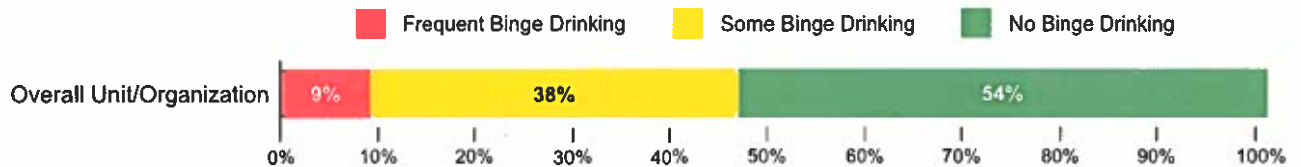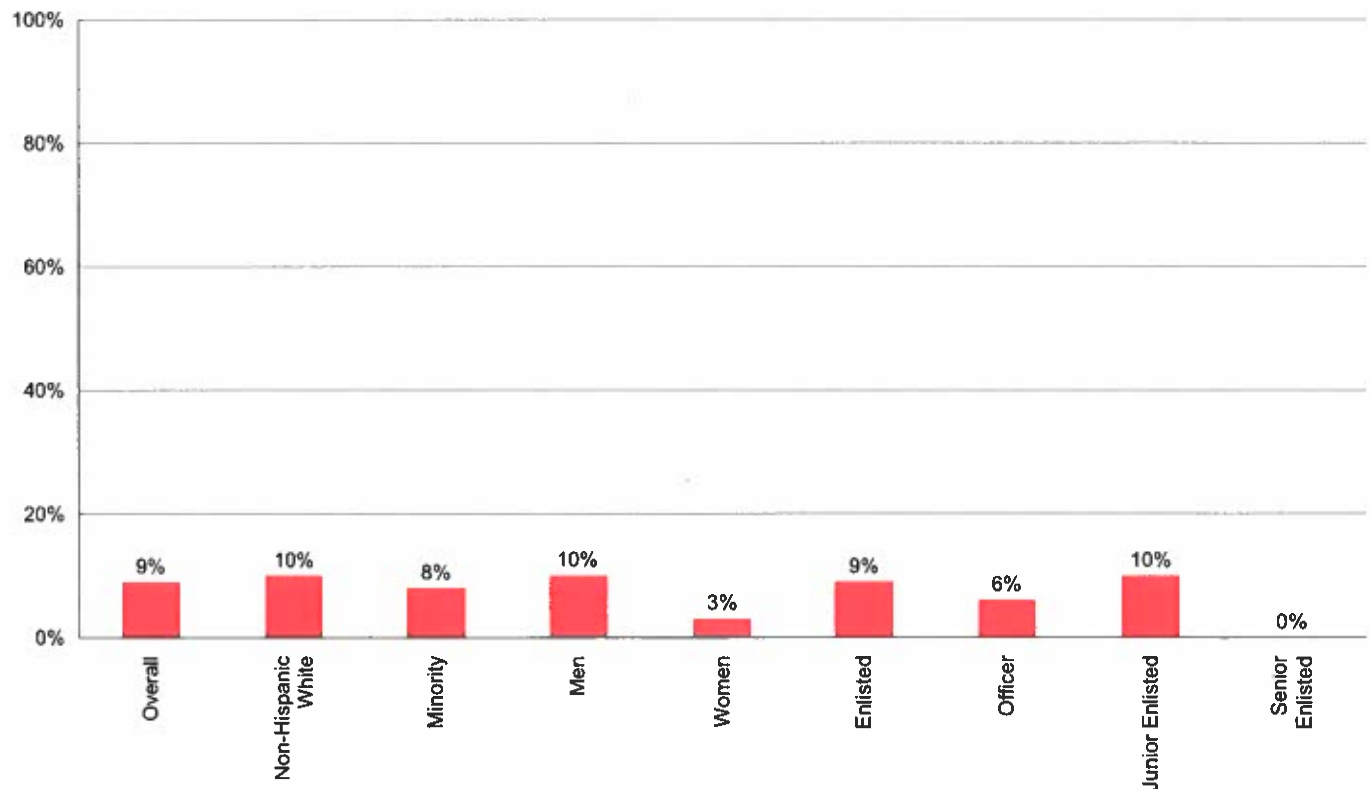| Demographic Category	Percentage
Overall	9%
Non-Hispanic White	10%
Minority	8%
Men	10%
Women	3%
Enlisted	9%
Officer	6%
Junior Enlisted	10%
Senior Enlisted	0%

Binge Drinking Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Less than monthly	Monthly	Weekly	Daily or almost daily	Total
How often do you have four or more drinks (if you are a woman) or five or more drinks (if you are a man) on one occasion?	54% (116)	28% (60)	10% (21)	7% (16)	1% (3)	100% (216)
	54%	38%		9%		

Passive Leadership - Ratings for Unit/Organization Leader

This factor measures the perception over the past three months that leaders avoid decisions, do not respond to problems, fail to follow up, hesitate to act, and are absent when needed. Organizations with passive leaders are linked to lower levels of readiness and retention, as well as a higher likelihood of sexual harassment.

Passive Leadership - Ratings for Unit/Organization Leader by Demographic Category

This graph displays the percentage of responses that indicated the unit/organization leader is a passive leader by demographic category.
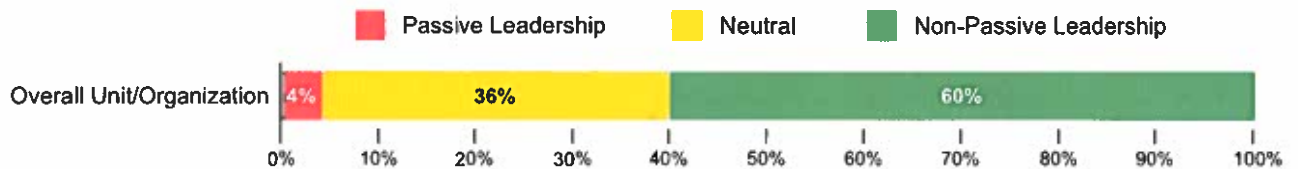
Passive Leadership - Ratings for Unit/Organization Leader Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

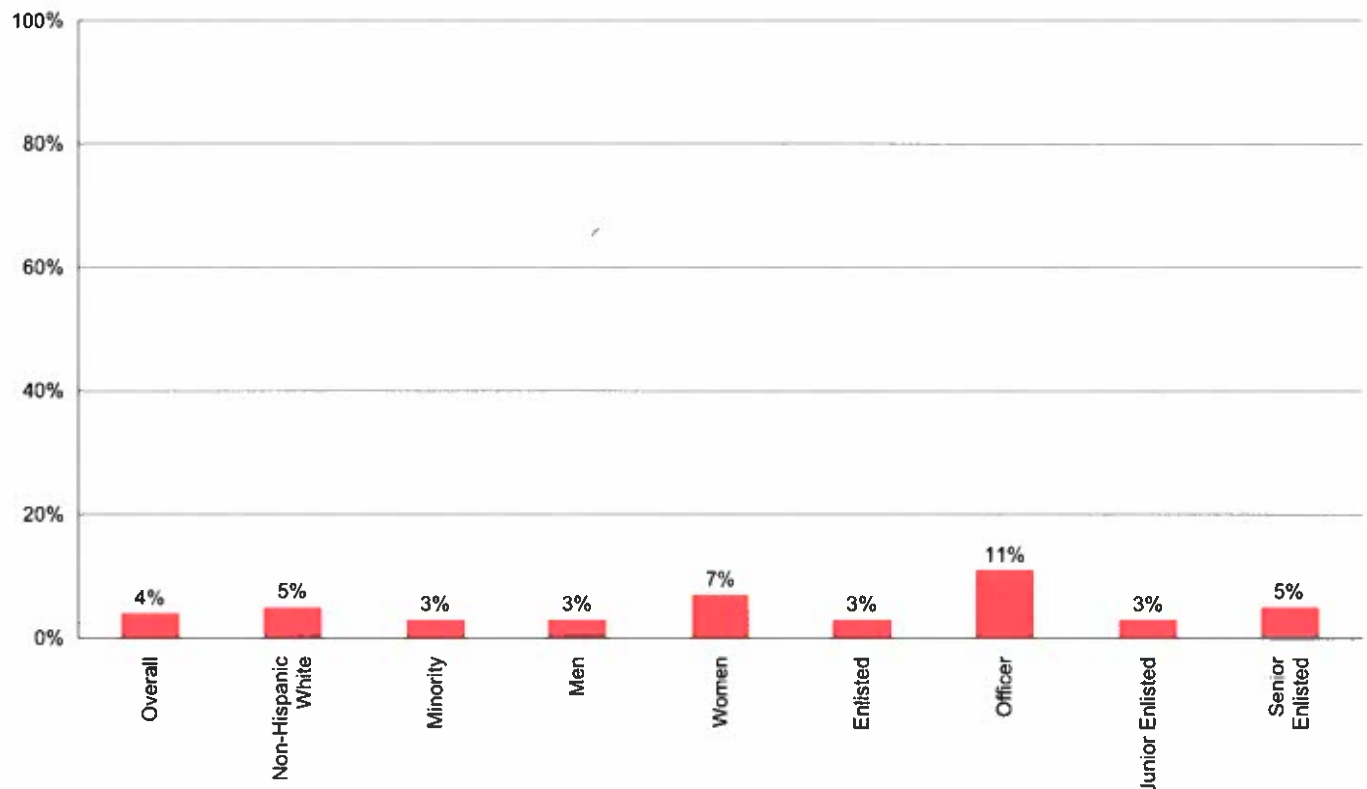| Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's or organization's leader takes early action in addressing problems.	2% (4)	4% (8)	36% (81)	36% (82)	23% (52)	100% (227)
My unit's or organization's leader addresses problems when they are brought to their attention.	1% (3)	2% (5)	35% (80)	37% (83)	24% (55)	100% (226)
	4%		36%	60%		

Passive Leadership - Ratings for Senior NCO/SEL

This factor measures the perception over the past three months that leaders avoid decisions, do not respond to problems, fail to follow up, hesitate to act, and are absent when needed. Organizations with passive leaders are linked to lower levels of readiness and retention, as well as a higher likelihood of sexual harassment.

Passive Leadership – Ratings for Senior NCO/SEL by Demographic Category

This graph displays the percentage of responses that indicated the Senior NCO/senior enlisted leader is a passive leader by demographic category.
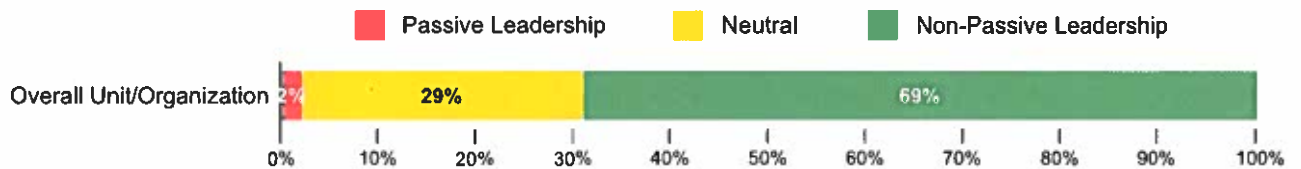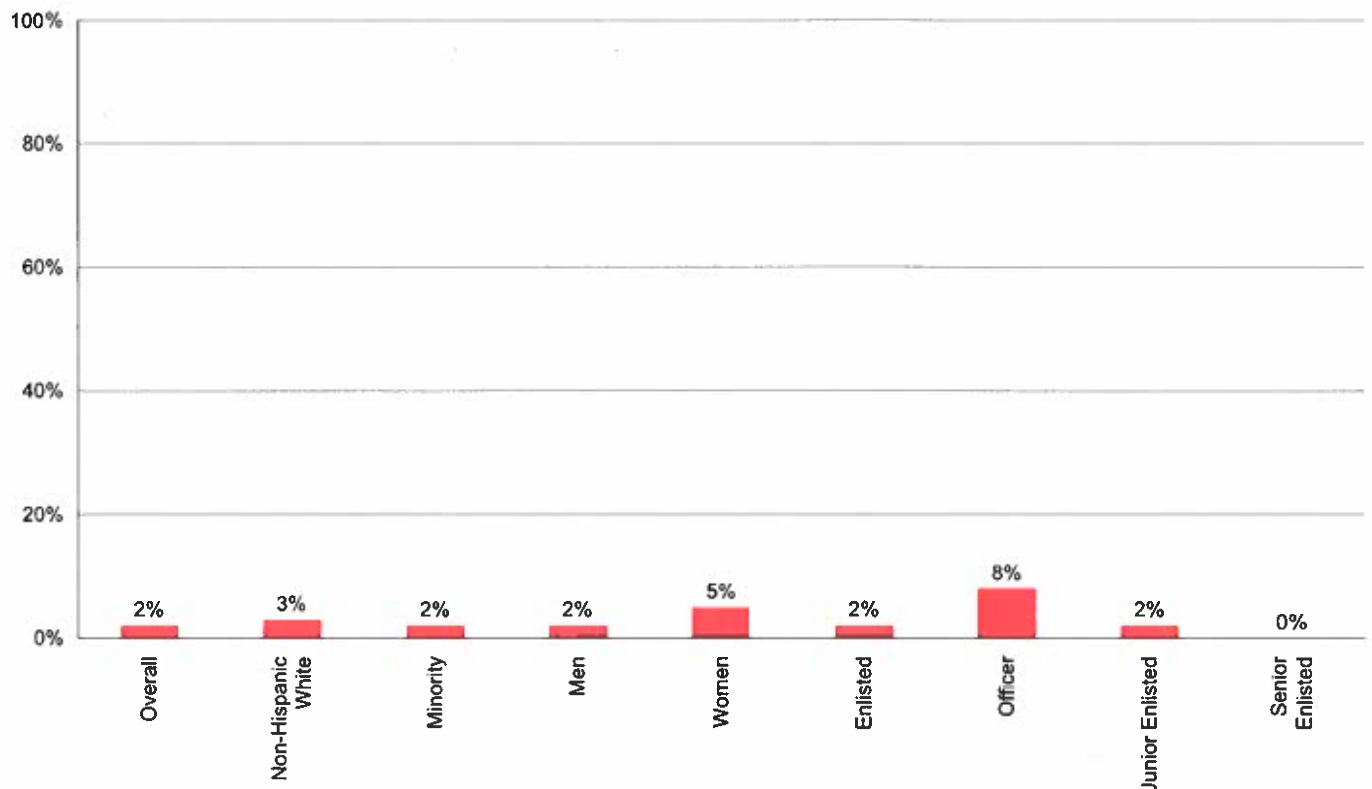
Passive Leadership – Ratings for Senior NCO/SEL Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's senior NCO/senior enlisted leader takes early action in addressing problems.	0% (0)	2% (4)	31% (60)	37% (73)	30% (58)	100% (195)
My unit's senior NCO/senior enlisted leader addresses problems when brought to their attention.	1% (1)	2% (4)	27% (53)	38% (74)	32% (63)	100% (195)
	2%		29%	69%		

Racially Harassing Behaviors

This factor measures unwelcome or offensive experiences of individuals based on their race, color, religion, and/or national origin that occurred over the past three months. These behaviors create a workplace that is intimidating, hostile, offensive, or unreasonably intrusive for individuals in protected race and ethnic categories. These behaviors are a subset of the 24 behaviors used to create DoD's official past-year prevalence estimates of racial/ethnic harassment and discrimination as measured by the Workplace Equal Opportunity Surveys.

The presence of racially harassing behaviors in organizations is linked to a higher likelihood of racial/ethnic harassment and discrimination, sexual harassment, and suicide, as well as lower levels of readiness and retention.
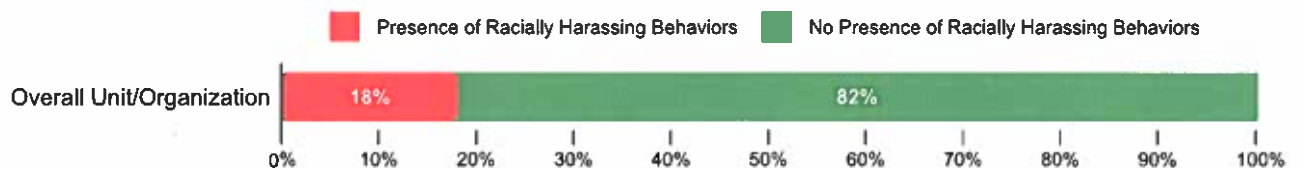
Presence of Racially Harassing Behaviors by Demographic Category

This graph displays the percentage who reported the presence of racially harassing behaviors in their organization by demographic category.

Racially Harassing Behaviors Item Summary

This factor is calculated based on how each individual responded to the set of questions rather than by summing the favorable or unfavorable responses and dividing by the total responses. If participants reported experiencing any behavior *Rarely, Sometimes,* or *Often,* they are included in the percent reporting a "presence of behavior." If participants reported *Never* experiencing all or at least half of the behaviors (and did not report experiencing any behavior *Rarely, Sometimes,* or *Often*), they are included in the percent reporting "no presence of behavior."

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Rarely	Sometimes	Often	Total
How often does someone from your unit or organization tell racial/ethnic jokes that make you uncomfortable, angry, or upset?	89% (212)	6% (14)	5% (11)	1% (2)	100% (239)
How often does someone from your unit or organization express stereotypes about your racial/ethnic group that make you uncomfortable, angry, or upset?	88% (210)	7% (16)	4% (10)	1% (2)	100% (238)
How often does someone from your unit or organization use offensive racial/ethnic terms that make you uncomfortable, angry, or upset?	89% (211)	8% (18)	4% (9)	0% (0)	100% (238)
How often does someone from your unit or organization make insults about racial/ethnic groups that make you uncomfortable, angry, or upset?	89% (212)	8% (19)	3% (6)	1% (2)	100% (239)
How often does someone from your unit or organization show you a lack of respect because of your race/ethnicity?	89% (213)	6% (14)	3% (8)	1% (3)	100% (238)
	82%		18%		

Sexist Behaviors

⚠️ Your unfavorable rating (noted in red in the graph below) for this factor is very high compared to others in your Service component and you should consider taking action to lower it.

This factor measures prejudicial, stereotypical, or negative attitudes and opinions based on perceived sex or gender that occurred over the past three months. Sexist behaviors also include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the perceived gender of the individual. These behaviors are similar to DoD's policy definition of gender discrimination, but it is important to note the policy definition requires the behaviors to limit or harm the victim's career and this is not measured on the DEOCS.

The presence of sexist behaviors in organizations is linked to a higher likelihood of sexual harassment and sexual assault, as well as lower levels of readiness and retention.
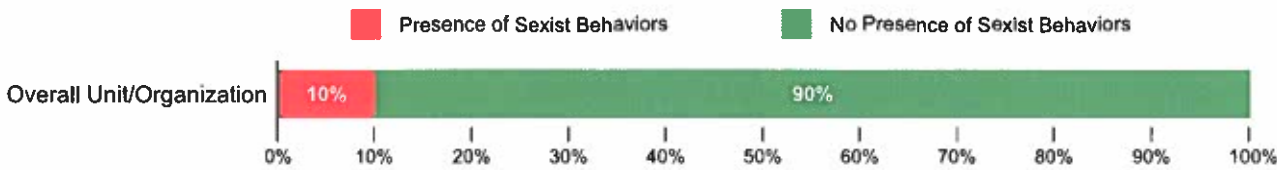
Presence of Sexist Behaviors by Demographic Category

This graph displays the percentage who reported the presence of sexist behaviors in their organization by demographic category.
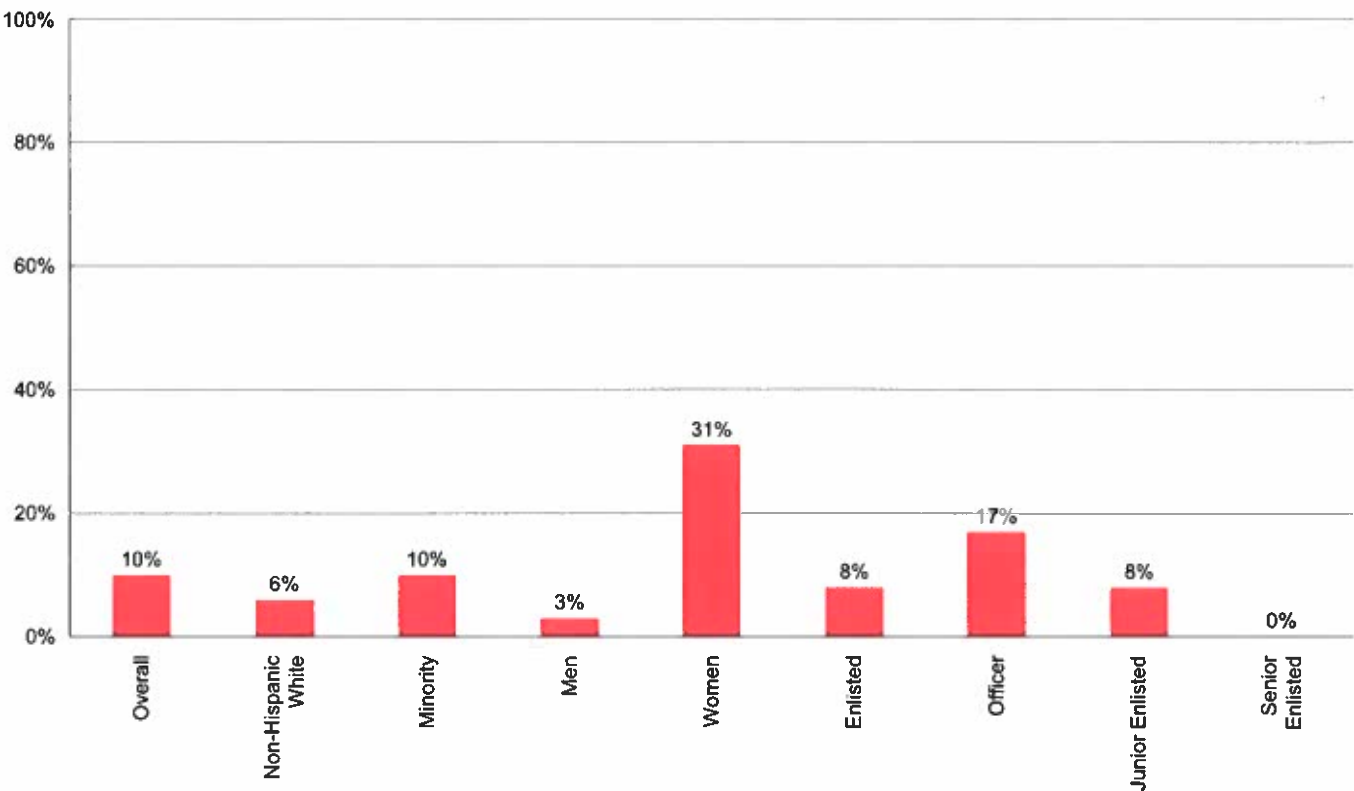
Sexist Behaviors Item Summary

For this factor, if participants reported experiencing these behaviors *Rarely, Sometimes, or Often*, they are included in the percent reporting a "presence of behavior." If participants reported *Never* experiencing these behaviors, they are included in the percent reporting "no presence of behavior."

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Rarely	Sometimes	Often	Total
How often does someone from your unit or organization mistreat, ignore, exclude, or insult you because of your gender?	90% (216)	7% (17)	2% (5)	0% (1)	100% (239)
	90%	10%			

Sexually Harassing Behaviors

This factor measures unwelcome sexual advances, requests for sexual favors, and offensive comments or gestures of a sexual nature that occurred over the past three months. These behaviors are similar to DoD's policy definition of sexual harassment, but it is important to note the policy definition requires the behaviors to be sufficiently persistent and severe and this is not measured on the DEOCS.

The presence of sexually harassing behaviors in organizations is linked to a higher likelihood of sexual harassment, racial/ethnic harassment and discrimination, sexual assault, suicide, as well as lower levels of readiness and retention.

Presence of Sexually Harassing Behaviors by Demographic Category

This graph displays the percentage who reported the presence of sexually harassing behaviors in their organization by demographic category.

Sexually Harassing Behaviors Item Summary

This factor is calculated based on how each individual responded to the set of questions rather than by summing the favorable or unfavorable responses and dividing by the total responses. If participants reported experiencing any behavior *Rarely*, *Sometimes*, or *Often*, they are included in the percent reporting a "presence of behavior." If participants reported *Never* experiencing all or at least half of the behaviors (and did not report experiencing any behavior *Rarely*, *Sometimes*, or *Often*), they are included in the percent reporting "no presence of behavior."

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

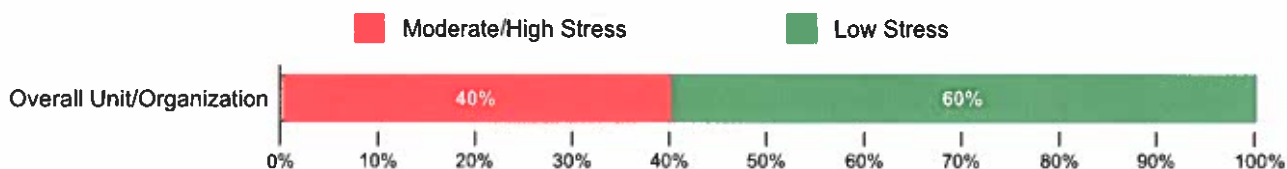| Question	Never	Rarely	Sometimes	Often	Total
How often does someone from your unit or organization tell sexual jokes that make you uncomfortable, angry, or upset?	79% (188)	14% (34)	6% (15)	1% (2)	100% (239)
How often does someone from your unit or organization embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?	77% (185)	15% (35)	8% (18)	0% (1)	100% (239)
How often does someone from your unit or organization display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset? Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).	93% (221)	6% (14)	1% (3)	0% (0)	100% (238)
How often does someone from your unit or organization ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?	88% (209)	9% (22)	2% (5)	1% (2)	100% (238)
How often does someone from your unit or organization make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?	89% (212)	7% (16)	3% (8)	1% (3)	100% (239)
How often does someone from your unit or organization make attempts to establish unwanted romantic or sexual relationships with you? These attempts could range from asking you out on a date to asking you for sex or a "hookup."	93% (221)	3% (8)	3% (8)	0% (1)	100% (238)
How often does someone from your unit or organization intentionally touch you in unwanted sexual ways?	94% (225)	5% (11)	0% (1)	1% (2)	100% (239)

65%	35%

Stress

Stress measures the feeling of emotional strain or pressure over the past month. Stressed individuals may feel unable to predict or influence valued and prominent aspects of their lives. Higher levels of stress are linked to a higher likelihood of suicide, as well as lower levels of readiness and retention.

	Moderate/High Stress	Low Stress

Overall Unit/Organization	40%	60%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Moderate/High Stress by Demographic Category

This graph displays the percentage of responses that indicated moderate or high stress by demographic category.

Category	Percentage
Overall	40%
Non-Hispanic White	43%
Minority	37%
Men	39%
Women	46%
Enlisted	40%
Officer	39%
Junior Enlisted	43%
Senior Enlisted	20%
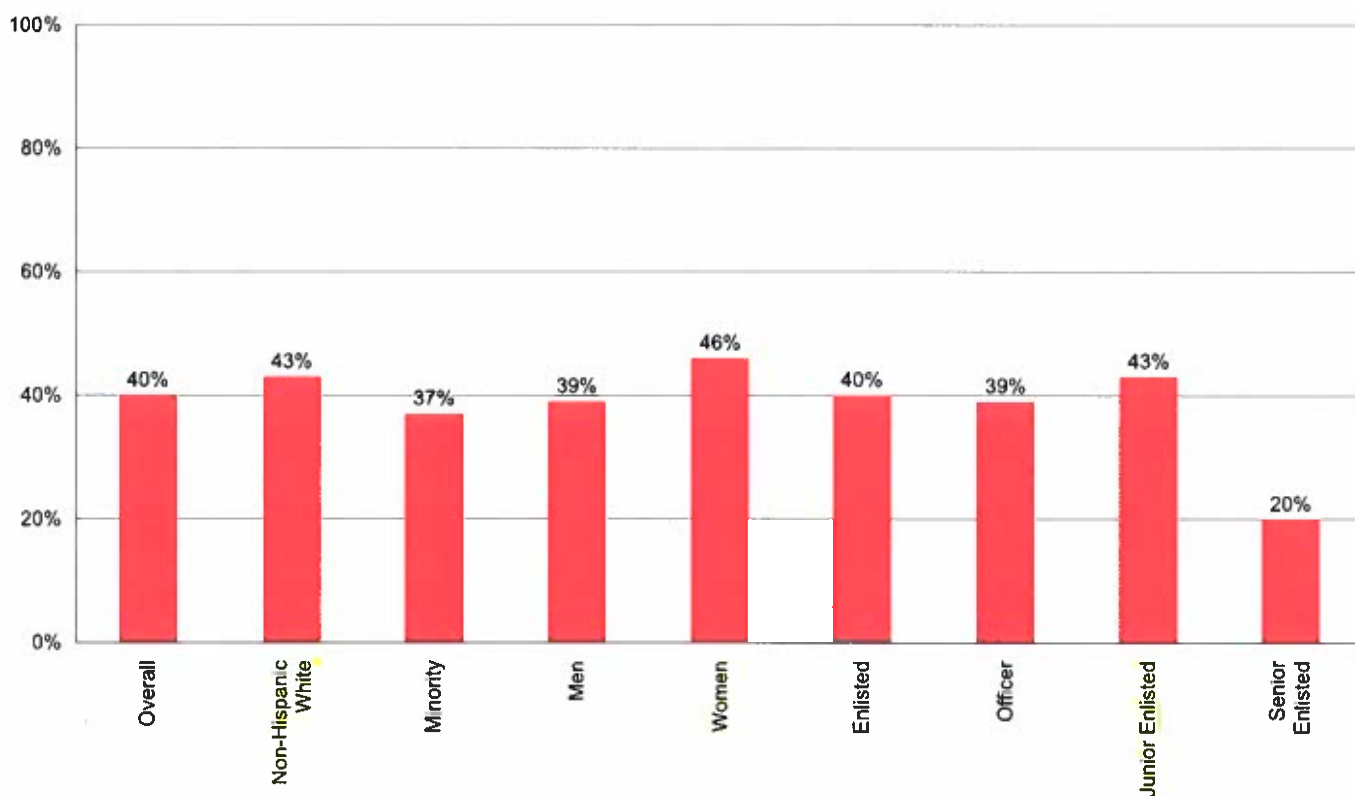
Stress Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Rarely	Sometimes	Often	Total
In the past month, how often have you felt nervous or stressed?	17% (37)	28% (62)	27% (59)	28% (62)	100% (220)
In the past month, how often have you felt that you were unable to control the important things in your life?	36% (78)	26% (58)	23% (51)	15% (32)	100% (219)
In the past month, how often have you been angered because of things that were outside of your control?	36% (78)	22% (49)	25% (55)	17% (36)	100% (218)
In the past month, how often have you found that you could not cope with all of the things you had to do?	54% (118)	19% (42)	21% (45)	6% (14)	100% (219)
	60%		40%		

Toxic Leadership - Ratings for All Immediate Supervisors

This factor measures the perception over the past three months that leaders disregard subordinate input, defy logic or predictability, and have self-promoting tendencies. *Toxic Leadership* also includes behaviors that are demeaning, marginalizing, degrading, coercive and/or deceptive. Organizations with toxic leaders are linked to a higher likelihood of sexual assault and suicide, as well as lower levels of retention and readiness.

Toxic Leadership – Ratings for All Immediate Supervisors by Demographic Category

This graph displays the percentage of responses that indicated the immediate supervisor is a toxic leader by demographic category.
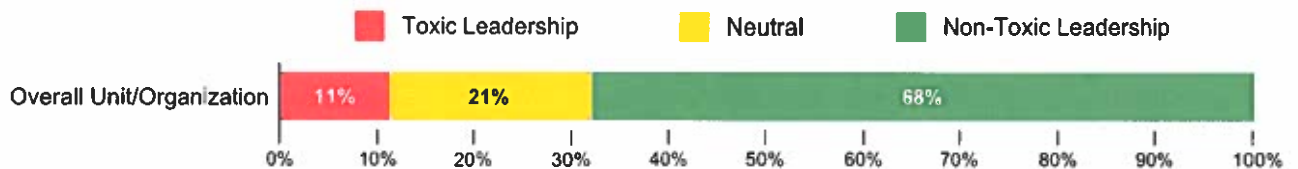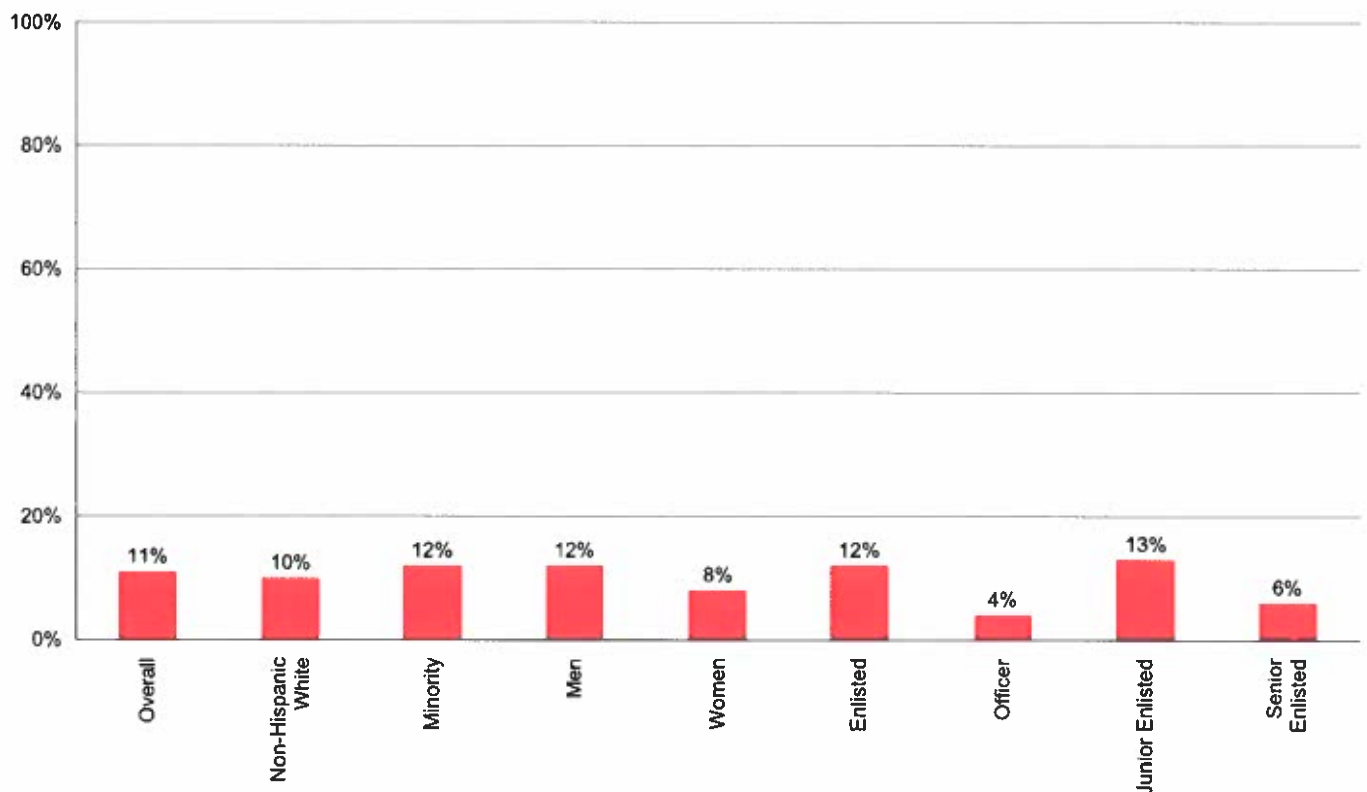
Toxic Leadership – Ratings for All Immediate Supervisors Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My immediate supervisor ridicules subordinates.	36% (85)	27% (64)	24% (57)	6% (15)	6% (13)	100% (234)
My immediate supervisor has explosive outbursts.	45% (106)	27% (63)	18% (43)	6% (13)	3% (8)	100% (233)
My immediate supervisor has a sense of personal entitlement.	37% (86)	28% (66)	22% (50)	9% (21)	4% (9)	100% (232)
My immediate supervisor acts only in the best interest of their own advancement.	39% (91)	27% (62)	22% (52)	6% (15)	5% (12)	100% (232)
My immediate supervisor ignores ideas that are contrary to their own.	38% (89)	32% (74)	19% (44)	8% (18)	3% (7)	100% (232)
	68%		21%	11%		

Toxic Leadership - Ratings by Paygrade of Immediate Supervisor

This graph displays toxic and non-toxic leadership ratings for immediate supervisors in various paygrades. Data are only displayed if at least five participants provided ratings for supervisors in specific paygrades.

| Paygrade	Toxic Leadership	Neutral	Non-Toxic Leadership
Enlisted Supervisors	10%	24%	67%
Mid-Level/Sr. NCO Supervisors	14%	14%	73%
Jr. Officer Supervisors	22%	20%	57%
Field/Mid-grade Officer Supervisors	4%	10%	86%
Warrant Officer Supervisors	6%	16%	78%
GS-12-and Below Supervisors	30%	23%	47%
GS-13/GS-14 Supervisors		3%	97%

Toxic Leadership - Ratings for Senior NCO/SEL

This factor measures the perception over the past three months that leaders disregard subordinate input, defy logic or predictability, and have self-promoting tendencies. *Toxic Leadership* also includes behaviors that are demeaning, marginalizing, degrading, coercive and/or deceptive. Organizations with toxic leaders are linked to a higher likelihood of sexual assault and suicide, as well as lower levels of retention and readiness.

	Toxic Leadership	Neutral	Non-Toxic Leadership

Overall Unit/Organization	8%	34%	58%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Toxic Leadership – Ratings for Senior NCO/SEL by Demographic Category

This graph displays the percentage of responses that indicated the Senior NCO/senior enlisted leader is a toxic leader by demographic category.
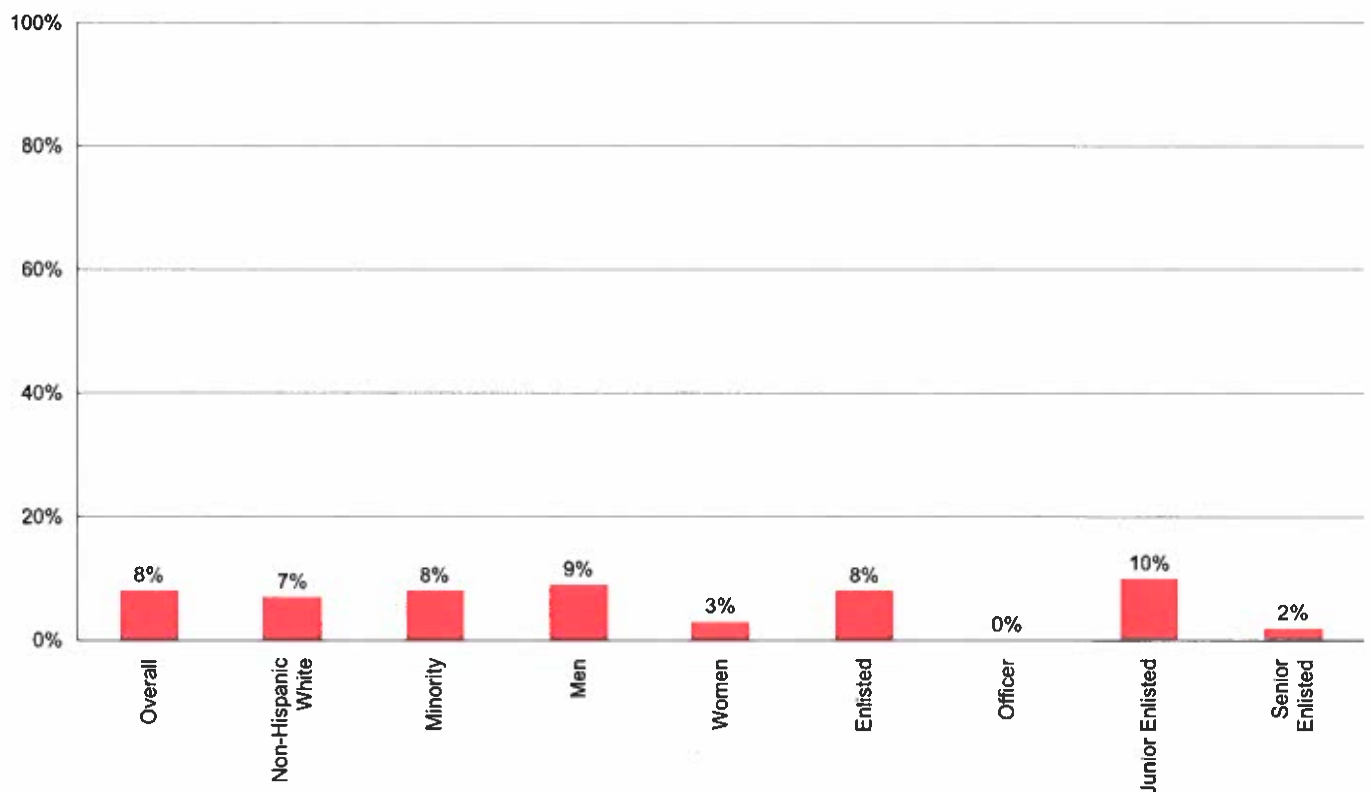
Overall	Non-Hispanic White	Minority	Men	Women	Enlisted	Officer	Junior Enlisted	Senior Enlisted
8%	7%	8%	9%	3%	8%	0%	10%	2%

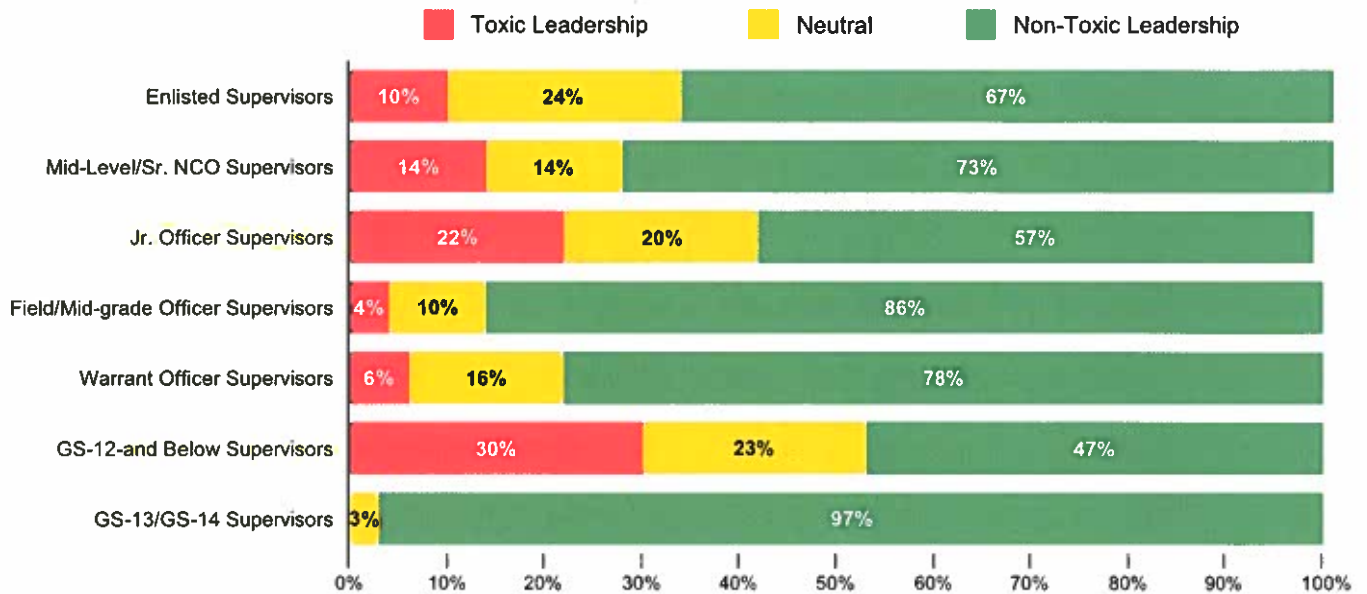# Toxic Leadership – Ratings for Senior NCO/SEL Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's senior NCO/senior enlisted leader acts only in the best interest of their next promotion.	28% (55)	20% (39)	39% (75)	9% (17)	4% (7)	100% (193)
My unit's senior NCO/senior enlisted leader ridicules people in my unit.	32% (62)	27% (52)	34% (65)	6% (11)	2% (4)	100% (194)
My unit's senior NCO/senior enlisted leader has explosive outbursts.	38% (73)	26% (51)	30% (59)	4% (7)	2% (4)	100% (194)
My unit's senior NCO/senior enlisted leader has a sense of personal entitlement.	35% (68)	26% (50)	32% (62)	5% (10)	3% (5)	100% (195)
My unit's senior NCO/senior enlisted leader ignores ideas that are contrary to their own.	31% (60)	28% (55)	33% (64)	6% (11)	2% (4)	100% (194)
	58%		34%	8%		

Workplace Hostility

Workplace Hostility measures the degree to which individuals in the workplace act in an angry or hostile manner towards others and focuses on the past three months. It includes behaviors such insults, sarcasm, or gestures to humiliate a member as well as perception of others interfering with one's work performance or not providing assistance when needed. Organizations with workplace hostility are linked to lower levels of readiness and retention, as well as a higher likelihood of sexual harassment, sexual assault, and racial/ethnic harassment and discrimination. The graph showing presence or no presence of workplace hostility has been removed while the DEOCS team evaluates the most appropriate method to report results for this factor.

Workplace Hostility Item Summary

The factor ratings for *Workplace Hostility* (i.e., percentage reporting presence or no presence of behaviors) have been removed while the DEOCS team evaluates the most appropriate method to report results for this factor. The table below displays each question for this factor and the reported frequency of each behavior.

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Never	Rarely	Sometimes	Often	Total
How often does someone from your unit or organization intentionally interfere with your work performance?	40% (95)	38% (91)	18% (44)	4% (10)	100% (240)
How often does someone from your unit or organization take credit for work or ideas that were yours?	49% (117)	27% (65)	17% (40)	8% (18)	100% (240)
How often does someone from your unit or organization gossip or talk about you?	41% (99)	32% (77)	16% (38)	10% (25)	100% (239)
How often does someone from your unit or organization use insults, sarcasm, or gestures to humiliate you?	61% (145)	22% (52)	11% (25)	6% (15)	100% (237)
How often does someone from your unit or organization not provide you with information and assistance when needed?	45% (109)	27% (65)	16% (38)	12% (28)	100% (240)
How often does someone from your unit or organization yell when they are angry?	35% (84)	39% (92)	18% (44)	8% (18)	100% (238)

This section contains optional questions that may be on your organization's DEOCS.

Service-Specific Items

The questions below were only asked to organizations from your Service component.

Legend: Strongly Agree / Agree | Neither Agree nor Disagree | Strongly Disagree / Disagree

Question	Strongly Agree / Agree	Neither Agree nor Disagree	Strongly Disagree / Disagree
My unit is cohesive.	63%	28%	9%
In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.	61%	29%	10%
In my unit, there is respect from the chain of command.	70%	21%	9%
In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).	62%	30%	9%
In the past 12 months, I have witnessed people in my unit make it clear that sexual assault has no place in the military.	73%	17%	11%
People in my unit have respect for the chain of command.	64%	27%	9%
In the past 12 months, I have witnessed people in my unit lead by example by refraining from sexist comments and behaviors.	70%	23%	7%
In my unit, women and men treat each other well.	76%	22%	2%
In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.	64%	30%	6%
In the past 12 months, I have witnessed people in my unit recognize and immediately correct incidents of sexual harassment.	55%	36%	9%

Service-Specific Item Summary

Cells marked "NR" indicate that the data are not reportable due to a small number of responses.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
In my unit, there is respect from the chain of command.	3% (6)	7% (14)	21% (45)	39% (83)	31% (66)	100% (214)
In my unit, women and men treat each other well.	0% (1)	1% (3)	22% (47)	39% (83)	36% (77)	100% (211)
My unit is cohesive.	1% (3)	7% (16)	28% (60)	38% (83)	25% (54)	100% (216)

(Continued on next page)

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
People in my unit have respect for the chain of command.	3% (6)	7% (14)	27% (56)	40% (85)	24% (50)	100% (211)
In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.	2% (5)	7% (15)	29% (61)	29% (60)	33% (69)	100% (210)
In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.	1% (3)	5% (10)	30% (64)	37% (78)	27% (57)	100% (212)
In the past 12 months, I have witnessed people in my unit lead by example by refraining from sexist comments and behaviors.	2% (5)	5% (10)	23% (49)	30% (63)	40% (84)	100% (211)
In the past 12 months, I have witnessed people in my unit make it clear that sexual assault has no place in the military.	6% (12)	5% (11)	17% (35)	29% (61)	44% (93)	100% (212)
In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).	4% (8)	5% (10)	30% (63)	30% (64)	31% (66)	100% (211)
In the past 12 months, I have witnessed people in my unit recognize and immediately correct incidents of sexual harassment.	2% (4)	7% (14)	36% (76)	25% (53)	30% (64)	100% (211)